




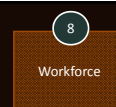
Workforce Development

Presented by
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Overview

- **Workforce Development**
- Participants will be able to:
 - Describe the purpose of assessing workforce competency
 - Learn about options for assessment of staff including the TRAIN on-line assessment workforce tool
 - Describe the Council on Linkages Core Competencies
 - Generate ideas regarding how the workforce assessment results can be utilized
 - Learn how a Local Health Department has used the assessment data
 - Identify ways in which the assessment data can be utilized to meet accreditation standards
 - Relate Public Health Accreditation Standards and Council on Linkages Core Competencies for Public Health Professionals to Performance Evaluation and Training Plans
 - Learn what components are in a workforce development plan
 - See an example of an employee evaluation tool
 - Describe elements of successful performance evaluation and professional development plans
 - Special topic of interest: Identify strategies for LHO skill development




Standards

- 8.1 Encourage the development of a sufficient number of qualified public health workers.
- 8.2 Ensure a competent workforce through the assessment of staff competencies, the provision of individual training and professional development, and the provision of a supportive work environment.

Standard 8.1

- “Encourage the development of a sufficient number of qualified public health workers.”




Measure 8.1.1

- **Document a partnership or collaboration that promotes public health as a career choice**

Standard 8.2

- “Ensure a competent workforce through the assessment of staff competencies, the provision of individual training and professional development, and the provision of a supportive work environment.”



Measure 8.2.1

- The Health Department must provide a specific workforce development plan
- The Health Department must document implementation of its workforce development plan

Measure 8.2.2

- Recruit qualified individuals
- Recruits reflect your demographics
- Document retention activities
- Provide position descriptions with competencies
- Document process to verify staff qualifications
- Document that qualifications have been verified for all staff hired in the past 2 years

Measure 8.2.3

- Document completion of staff's annual personal professional development plan
- Document training for leadership and management staff
- Document attendance at leadership or management development training. Online courses are acceptable.

Measure 8.2.4


- Provide an environment that is supportive to the workforce
- Provide employee recognition policies
- Provide a policy or plan to promote health and wellness and prevent disease



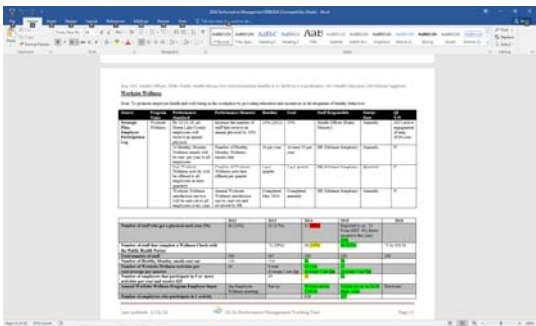
RETREATS

How do you recognize staff? How do you build up your team? Icebreakers.....

Are you a good leader? Do people want to be on your team?



Performance Management Tools



Facilitates the Green Lake Co. employee wellness program, providing regular activities educational opportunities to promote healthy lifestyles.

SCORE	NAME	COMMENT
5	Outstanding	
4	Exceeds Expectations	
3	Meets Expectations	
2	Does Not Meet Expectations	
1	Needs Improvement	

Annually collects, tracks and evaluates data to contribute to progress of Performance Management Plan.

SCORE	NAME	COMMENT
5	Outstanding	
4	Exceeds Expectations	

Strategies for Employee Evaluations

- Make sure staff understand your Mission, Vision and their job descriptions.
- Communicate—and involve staff when making changes.
- Core Competencies should be organizational and professional.
- Mandatory trainings, accreditation requirements should be spelled out in the annual training plan.
- Tracking training is essential—who is responsible? How do you do it?
- Track progress throughout the year. If there is problem, don't wait to address it. Help the employee get back on track.
- Give praise when it is due! Celebrate success!!!

Evaluation time-----

- What types of evaluations do you do?
- Does your employee evaluate themselves too?
- What if you give them all 2's and 3's and they give themselves all 5's?
- Break into your small groups and share something about an evaluation that you either gave or received that has stayed with you. (5 min)

Be a Good Role Model—Do not succumb to the 15 Diseases of Leadership

1. The disease of thinking we are immortal, immune, or downright indispensable
2. Another disease is excessive busyness
3. Then there is the disease of mental and [emotional] "petrification"
4. The disease of excessive planning and of functionalism
5. The disease of poor coordination
6. There is also a sort of "leadership Alzheimer's disease"

15 Diseases of Leadership Con't...

- 7. The disease of rivalry and excessive vanity
- 8. The disease of existential schizophrenia
- 9. The disease of gossiping, grumbling, and back-biting
- 10. The disease of idolizing our superiors
- 11. The disease of indifference to others
- 12. The disease of a downcast face
- 13. The disease of hoarding
- 14. The disease of closed circles
- 15. Lastly: the disease of extravagance and self-exhibition

LAST BUT NOT LEAST

- Find the courage to not just be yourself, but the best version of yourself. Then you can challenge others to be better versions of themselves.

Thank you!

- Time for questions or comments.....