Community Health Improvement Leadership Academy

Welcome!

New Mexico ALLIANCE of Health Councils
Mobilizing Communities for Health

PRESBYTERIAN
Center for Community Health

NEW MEXICO DEPARTMENT OF HEALTH

Road Map

- Where does this come from?
  - Overview of national movement
- What does it mean for us?
  - Overview of SCALE & Regions of Solutions Models
- What are the tools and skills?
  - Overview of Community of Solutions Framework
- Q&A
- Reflective Activity

100 Million Healthier Lives www.100mlives.org

Identity: An unprecedented collaboration of change agents pursuing an unprecedented result:

100 million people living healthier lives by 2020

Vision: to fundamentally transform the way we think and act to improve health, wellbeing, and equity.

Equity is the “price of admission.”

Convened by the Institute for Healthcare Improvement as a partnership

Working in Unprecedented Collaboration To Make 5 Key Shifts

From a “sick care system” to a “health and wellbeing system”

Take our work on equity from “doing good” to a recognition that we are interconnected and cannot afford the price of poverty and inequity in terms of health and life outcomes or cost

From people and communities of poverty to people and communities of trapped and untapped potential

From pathology to vision – change is possible

From scarcity to abundance

SCALE: Spreading Community Accelerators through Learning and Evaluation

- 24 communities nationwide (wave 1) to sustainably improve health and wellbeing, lead complex change, and advance equity together
- Community teams composed of:
  - Institutional leaders across sectors
  - Community members with lived experience local improvement advisers
- Activities:
  - Community Health Improvement & Leadership Academies (CHILA)
  - Coaching
  - Peer-to-peer learning and support

Regions of Solutions

18 Original Communities working to:

Make meaningful and measurable improvement on health and health equity topics important to them (Community Priority Areas)

Transform how their community addresses health, wellbeing and equity (Community Transformation)

Spread this work to other communities (Scale-Up)

Overview of Community of Solutions Framework

Session Learning Objectives

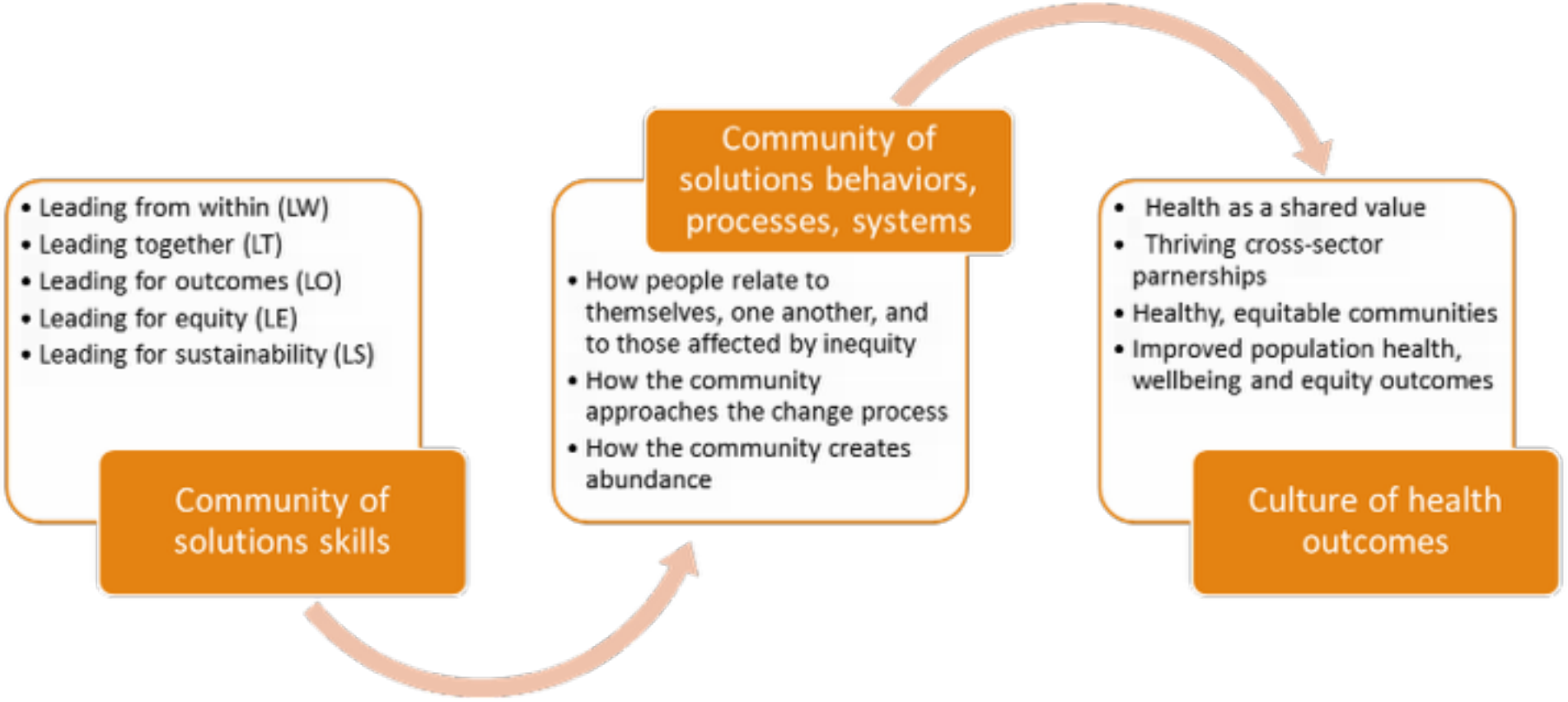
By the end of this session, participants will:

Understand the Community of Solutions Framework

Have a general understanding of:

- Leading from Within
- Leading Together
- Leading for Outcomes
- Leading for Equity
- Leading for Sustainability

SCALE Communities – Overall Content Theory



Leading from Within

Leading from Within (LW) skills involve one's inner journey as a leader, including the ability to:

- Know oneself and what brings one to leadership
- Reflect, "fail forward," and change as needed
- See and commit to unlocking the leadership of others, especially those with lived experience of inequity
- Approach change from a place of abundance, even in the midst of scarcity
- Value difference – Habits of the Heart: (Palmer P. , 2000)

Leading Together

Leading Together (LT) skills are grounded in a perception of the community as a dynamic network of interacting people, organizations, structures, and systems that are related to a place. It is necessary to lead together with others in a community to create effective, equitable change. Elements of Leading Together skills include:

- Developing trust, relationships, and interconnectedness
- Effective teamwork
- Collaboration (including integrating people with lived experience in your work)

Leading for Outcomes

Leading for Outcomes (LO) skills support communities in applying design skills to co-create a theory of change, identify measures, test the theory, and plan for implementation and scaling up in a way that makes these tasks easier.

- Innovation/Design Thinking – Using stories and experience to understand the experience of people affected by a change
- Improvement science – Developing aims, drivers, and measures, and running tests of changes
- Implementation skills – Making implementation easier, more effective, and more joyful

Leading for Equity

Leading for Equity (LE) skills apply Leading from Within, Leading Together, and Leading for Outcomes skills through an equity lens:

- Leading from Within – Understanding implicit bias, understanding power and privilege
- Leading Together – Recognizing interconnectedness; everyone owning the process of creating equity; fostering ownership and solutions by people with lived experience; mapping assets to potential levers
- Leading for Outcomes – Using data to identify those who may not be thriving; identifying potentially replicable bright spots; testing policy and programmatic changes that have the potential to disrupt systems perpetuating inequity

Leading for Sustainability

Leading for Sustainability (LS) skills facilitate an ongoing process of transformation in a community (generative sustainability) as opposed to maintaining programs as they are. Four key elements of sustainability are:

- Environmental sustainability – Stability of the physical, political, and cultural environment
- Resource sustainability – Availability of intrinsic (will for change, relationships) and extrinsic (financial, in-kind) resources needed to maintain, spread, and scale changes
- People sustainability – Cultivation of change leaders in a community
- Change sustainability – Growth and sustainability of the change process.

Questions?

Reflective Activity

Choose one priority health, equity, or wellbeing topic your community is trying to tackle.

1. What skills might be useful to develop or improve upon?
2. How might your community do that?
3. What do you hope to learn from other communities?
4. What do you hope to learn from national leaders?
5. Which of the COS skill areas is represented in your list?

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