CSTE LEAD: Leading Epidemiologists, Advancing Data
Informational Session
September 27, 2022
About the Program

Goals:
• Enhance the applied epidemiology workforce with competency-based on-the-job leadership development training for mid-career applied epidemiologists
• Develop leaders for CSTE member-led activities

Framework:
• Competency-based and objective-focused learning
• Evidenced-based approaches and theory-based leadership frameworks
• CDC Quality Training Standards
Timeline

- Call for applications
- Informational webinar
- Application review & selection

September-December 2022

- Program Orientation

January 2023

- Training
- Coaching
- Project work
- CSTE membership
- Attend CSTE 2023*

January 2023 – Dec 2023
Eligible Participants

- **Minimum eligibility criteria**
  - 5+ years of public health experience
  - Currently employed at a state, territorial, tribal, local health department or Tribal Epidemiology Center
  - Intend to stay at their agency for the program duration
  - Demonstrate leadership potential and interest
  - Nominated by State Epi/Health Official or supervisor with dedicated time/resources for program participation
  - Identified support: onsite supervisor, project sponsor* (project technical expertise), and mentor* (experienced epidemiologist)

- **Ideal candidates**
  - Active in CSTE subcommittee or workgroup
  - 3+ years experience as an epidemiologist

- CSTЕ currently anticipates selecting up to 12 participants
- There is no cost to participants
About the Curriculum

Format

• 12 months (January-December 2023); up to 6 hours per month plus time commitment to project

• Twice monthly calls with webcam
  • Group coaching session
  • Trainee-led journal club or case study
  • Open discussion, project sharing and networking

• Additional ‘open forum’ calls for group discussion

• Online community of practice (discussions, resource sharing)

• Asynchronous learning opportunities (LMS)

• Experiential learning project (at health dept or CSTE)

• Mentorship and coaching
  • Mentor
  • Project sponsor
  • Professional leadership coach
Roles of Support Team

- **Onsite supervisor**: Provide dedicated time and protected resources for program participation; assist with professional connections and informing leadership of on-site project.

- **Mentor**: Share from their public health leadership experience; provide guidance related to working as an epidemiologist; commit 1-2 hours monthly to engage with the participant.

- **Project sponsor**: Provide technical subject matter expertise related to the project; commit to 2-3 hours monthly for project assistance.

- **Professional leadership coach**: Group calls and opportunity to meet monthly 1:1.
Training Topics

Becoming a leader
- Leadership in public health
- Executive presence and approachability

Motivating a team
- Group facilitation and consensus building
- Project management
- Engaging stakeholders

Leading an organization
- Strategic communications
- Change management
- Financial management

Navigating politics and systems change
- Integrated partnerships to improve public health
- Using epidemiology data to drive policy
- Public health politics 101
- CSTE governance and position statement process

Council of State and Territorial Epidemiologists
Training Topics and Objectives

Becoming a Leader

• Leadership in Public Health
  • Compare attributes of leaders and managers
  • Provide examples of leadership in public health
  • Identify your personal leadership style

• Executive Presence and Approachability
  • Assess your personal self-awareness
  • Discuss strategies to influence and inspire others
Motivating a Team

- **Group Facilitation and Consensus Building**
  - Identify best practices for facilitating virtual meetings
  - Identify best practices for consensus building and decision making as a team leader
  - Demonstrate best practices for group facilitation

- **Project Management**
  - Describe effective practices for team management
  - Utilize evaluation to assess program effectiveness

- **Engaging Stakeholders**
  - Identify and assess stakeholder interests and needs
  - Discuss strategies to motivate and engage stakeholders
  - Develop a plan for stakeholder engagement
Leading an Organization

• Strategic Communications
  • Utilize storytelling techniques to communicate about public health issues
  • Utilize appropriate frameworks for tailored communication principles to articulate the voice of your organization
  • Apply strategic communication principles to articulate the voice of your organization

• Change Management
  • Demonstrate tactics to manage individual and institutional dynamics of change
  • Assess strategies to manage conflict resolution

• Financial Management
  • Develop and assess budgets and financial statements
  • Ensure organizational effectiveness through financial planning
Training Topics and Objectives

Navigating Politics and Systems Change

- Integrated Partnerships to Improve Public Health
  - Describe strategies to foster boundary spanning partnership

- Using Epidemiology Data to Drive Policy
  - Utilize legal epidemiology to inform strategic initiatives
  - Distinguish between advocacy and education: the role of citizens and governmental employees
  - Assess data-driven policy initiatives

- Public Health Politics 101
  - Describe the political landscape affecting governmental public health practice
  - Identify strategies to prepare and provide testimony for public health issues

- CSTE Governance & Position Statement Process
  - Outline attributes of effective governance
  - Describe the CSTE Executive Board and Governance Structure
  - Discuss the process for maintaining the list of Nationally Notifiable Conditions
Previous project topics include:

- Enhancing disease-specific surveillance systems
- Bolstering orientation materials and training for new staff
- Facilitating conversations to decide OneHealth priorities for the department
- Tribal data linkage project
- Transitioning from pandemic response to routine surveillance for COVID-19
Current and Previous Participants

Get to know some of our participants and their projects at CSTE.org/page/lead

Jamie Black
Indiana Department of Health | Cohort 1

LEAD Project: Common Practices in STD Surveillance for Public Health Departments: Creating an STD Surveillance Unit

Epidemiology Interests: Sexually transmitted disease (STD) and Drug Resistance epidemiology, Outbreak & Preparedness epidemiology

Favorite part of LEAD: 1-on-1 coaching sessions & coaching group sessions to apply our skills

Love most about Epidemiology: Using data to inform change and improvements in the field of public health, especially among the most vulnerable and disparate populations

Hobbies: Cosplaying, board games, singing, and spending time with my rescue dog (Livvy) and my twin nieces (Madelyn & Mackenzie)
“Learning materials are relevant and have provided useful and applicable information. Nice to hear perspectives from other LEAD participants and the support staff have done a great job. Individual coaching has also been very useful.”

“A lot of the information that has been provided has been very timely and useful! I feel I have benefited from this course as well as staff within the agency as I am able to share the information and help empower them and improve their skills as well.”

“I feel more confident in taking additional steps in moving up the leadership chain at my organization rather than considering leaving for another organization.”

“There is a great deal of useful information in the courses on Learn, and it's really useful to be able to meet with the other participants during the monthly calls.”
Questions?

• What questions do you have?
  • Share in the chat box
  • Unmute your line to ask over the phone

If you have questions later, email Sarah Auer at WFRResources@cste.org or call 770-458-3811