

New Health Officer Orientation Part II

Day 2
June 19, 2024

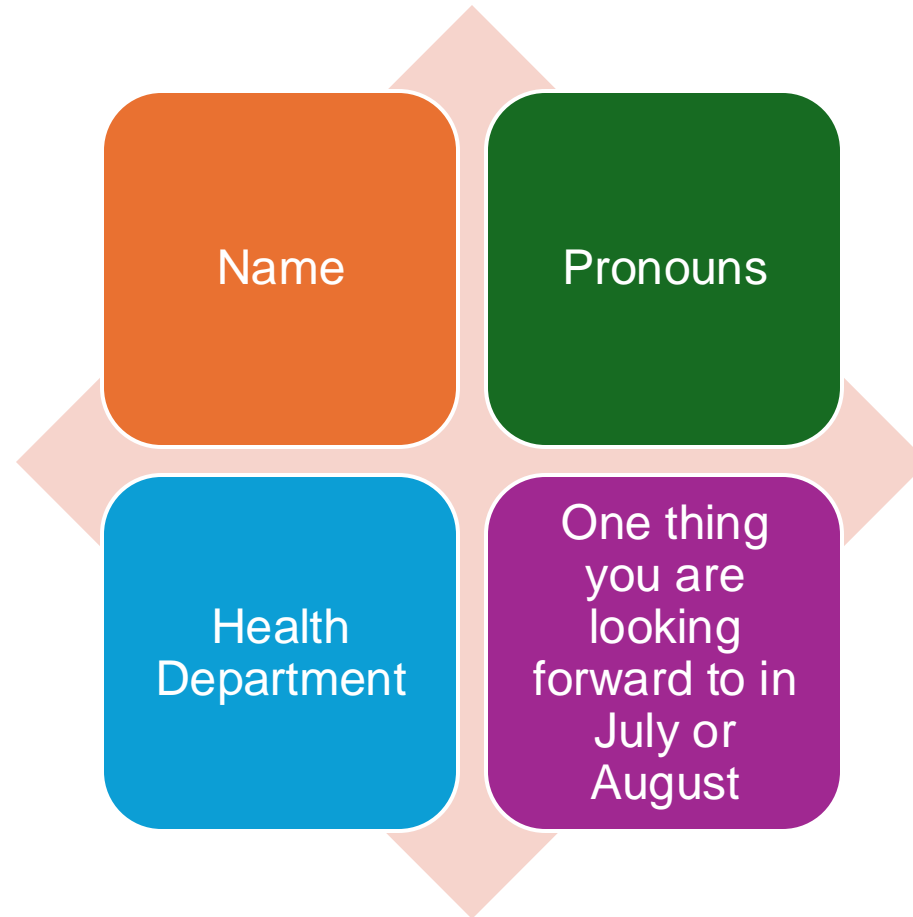


Welcome - Christa Cupp Barbara Duerst

- Overview of Day 2
- Brief Introductions



Introductions



A stack of several old, thick books with worn spines and pages, arranged vertically. The books are in shades of brown, tan, and grey, suggesting age and frequent use. The background is a dark, muted teal color.

ACTIVITY: WHERE'S THE INSTRUCTION MANUAL?

CASE STUDIES WITH REACTOR PANEL

9:15 AM

Supervision and Management Reactor Panel

Starrlene Grossman, Sheboygan County

Kim Mueller, Fond Du Lac County

Christa Cupp, Northeast Regional Office

Barb Duerst, WALHDAB Workforce Director

Jamie Michael, Executive Director of
WALHDAB/WPHA

All of you!

Homework

Meet with your HR Department or HR representative

- Gain an understanding of the HR policies and processes when it comes to new hires and supervision of staff.
 - How does it work in your jurisdiction?
 - How does it work in your department?

Summarize what you learned and post 4-5 sentences in the Google doc.





Break 10:15 – 10:30 AM

Activity: Fill Your Bucket with Appreciation

Christa Cupp, Regional
Director

10:30 AM



Appreciative Leadership Wrap Up & Debrief 10:45 AM

- Christa Cupp
- Christie Reese



Reflect on Your Strengths and Values as a Leader

If I were to ask two or three people who know you well to describe your strengths as a leader, what would they say are your greatest strengths?

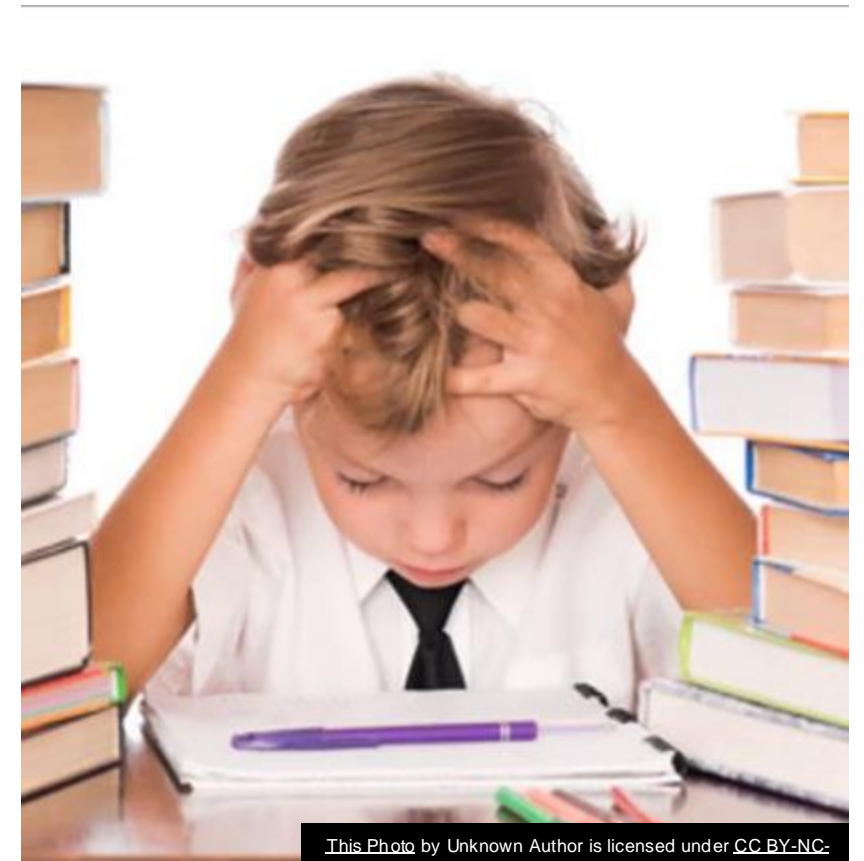
Tell me about your own leadership style. What do you stand for as a leader? What core values do you believe are essential for your health department's success and happy people at work?

How do you demonstrate these values in your work relationships, communications, and decision making?

Homework #3

Between now and the September session, consider these questions and be prepared to share your insights and questions at the session:

- Imagine that it is 2029. Your health department is recognized as a leading organization that balances people, resources, and health. You have now formed the Culture Legacy Team. Your job on that team is to welcome new employees and help them become part of your department's culture. Today you are talking to a group of new employees who have joined your department because of its clear alignment of strategy and culture.
 - What are you sharing with them?
 - As you think of all that must happen between now and 2027 to realize the dream of this culture, what are the most important steps for the Culture Legacy Team to take?
- Post your thoughts or a few pearls in the Google Doc.



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Lunch Discussion

What are some practical tips for preventing yourself from burning out (working 12-hour days, working every weekend, taking too much on, etc.)?

What advice can you share about making the transition from staff person to Health Officer or Director?

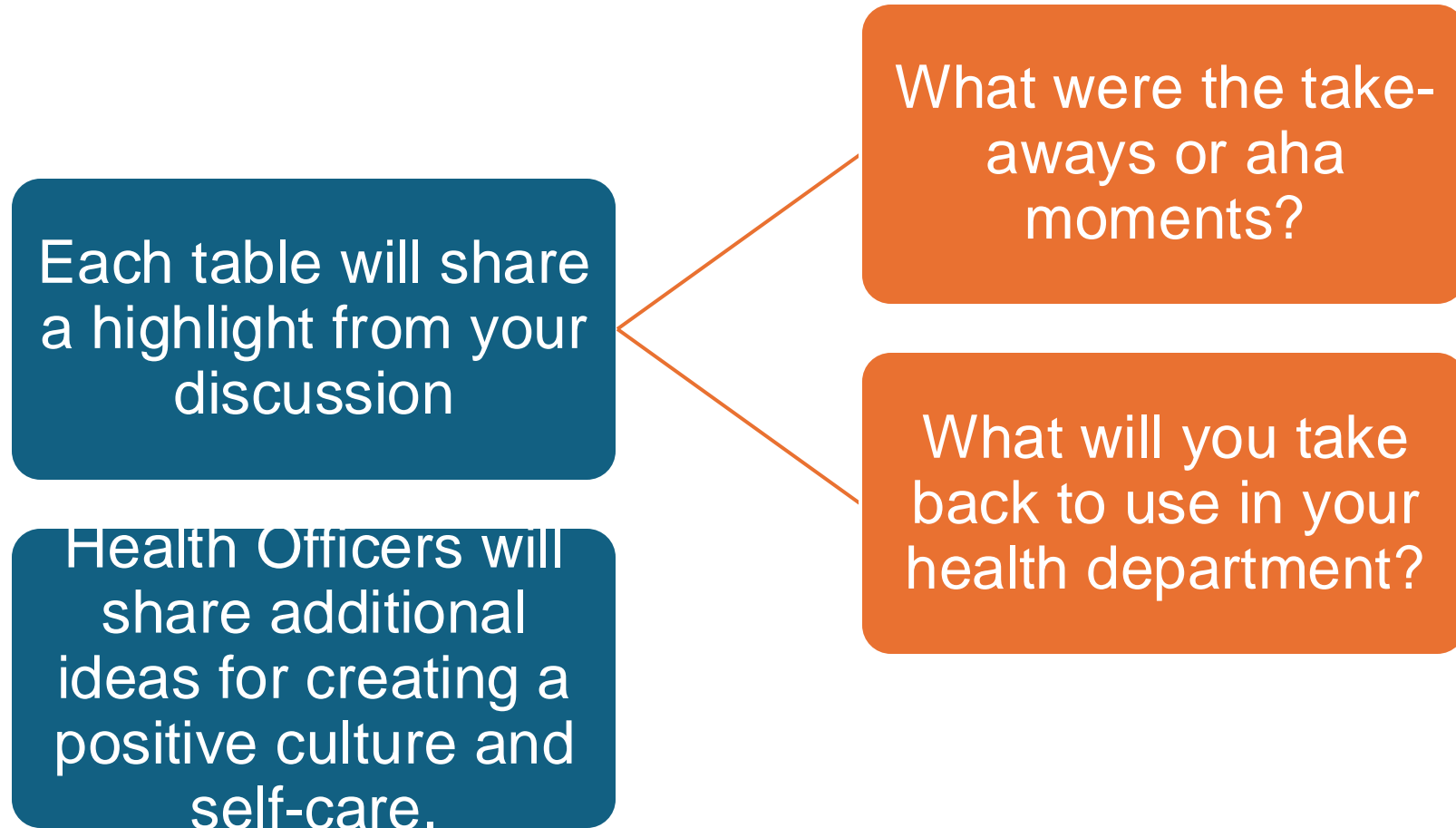
What are some tips that you would share regarding delegation?

How do you set boundaries with your staff? With your community partners? With your Board of Health?

How are you going about creating a positive culture in your department/office?



Debrief





Applying Emotional Intelligence into our Roles as Leaders

Dale Feinauer, Professor, Management and Human Resources
College of Business
UW-Oshkosh

Day 2 Close

Quick +/- for session

Homework Reminders

Upcoming On-call
Forums

Part III: September 16-17

Anything else?



Thank you!
Safe Travels!