



# CALIFORNIA INSTITUTE FOR BEHAVIORAL HEALTH SOLUTIONS (CIBHS) LEADERSHIP INSTITUTE

A TRAINING PROGRAM FOR LEADERS OF PUBLIC MENTAL HEALTH  
AND SUBSTANCE USE DISORDER SYSTEMS

“Ensuring Excellence While Leading Through Change”

A program developed and delivered by the University of Southern California’s  
Sol Price School of Public Policy and The California Institute for Behavioral Health Solutions

## **Fall Institute 2019**

### **RESIDENTIAL SESSION**

September 25-27, 2019

KELLOGG WEST CONFERENCE  
Pomona, CA 91768  
(800) 593-7876

### **FOLLOW UP MODULES**

October 16-17, 2019  
November 13-14, 2019  
December 11-12, 2019

USC STATE CAPITAL CENTER  
Sacramento, CA 95811  
(916) 442-6911

## **Spring Institute 2020**

### **RESIDENTIAL SESSION**

March 11-13, 2020

KELLOGG WEST CONFERENCE  
Pomona, CA 91768  
(800) 593-7876

### **FOLLOW UP MODULES**

April 15-16, 2020  
May 13-14, 2020  
June 17-18, 2020

USC STATE CAPITAL CENTER  
Sacramento, CA 95811  
(916) 442-6911

## **LEADERSHIP INSTITUTE APPLICATION INFORMATION**

**THE FALL 2019 AND SPRING 2020 CIBHS LEADERSHIP INSTITUTE** is offered to approximately 30 current leaders in public mental health/behavioral health and substance use disorder services. The tuition cost for the nine days of training is \$4,950.00 per participant. This price does not include travel and lodging. **If accepted, participants must commit to participate for the full nine days.** The County Mental Health Director/Behavioral Health Director or Alcohol and Other Drug Administrator, or not for profit agency director, must recommend applicants as indicated on the LI Application.

### **MORE ABOUT THE PROGRAM:**

The Leadership Institute is a leadership development program designed to help good behavioral health leaders become great leaders in the field of public behavioral health care. Since inception in 2002, the Institute has trained over 600 California leaders. Faculty and staff include national and local experts from a range of leadership disciplines. All have been selected for their knowledge of, and experience in, multiple aspects of leadership, both within and outside of public behavioral health systems. Faculty selection is informed by rigorous evaluations, completed by staff and participants, that rate presenters on content relevance, depth of knowledge, and learning experience.

More than ever, today's behavioral health leaders must possess the skills and self-awareness that enables them to imagine, influence, and support system quality amid continuous change. They must insure high quality service, customer experience, and better outcomes, while lowering inefficiencies and cost. They must be committed to mitigating adverse social determinants of health and to reducing health disparities; to listening to their customers and their communities; and to discovering and implementing new practices that better respond to customer needs. All this, while responding to changes in payment structures, local demands; and while attracting and retaining high quality staff and promoting a healthy work environment.

The Leadership Institute offers behavioral health leaders the opportunity to discover and expand their leadership strengths; to learn and explore new skills with their peers; and to learn from great teachers. This unique learning experience is offered in collaboration with the California Institute for Behavioral Health Solutions, the University of Southern California's Sol Price School of Public Policy and the County Behavioral Health Directors Association of California.

### **THE FORMAT:**

A group of approximately 30 participants will engage in a total of nine days of highly interactive training with a nationally/internationally recognized faculty. Participants are expected to identify and apply learning to workplace challenges. Peer to peer consultation processes also support the application of learning and encourage networks among participants during and after the training.

### **THE CURRICULUM:**

The curriculum includes but is not limited to: a personal leadership 360-degree assessment, leadership effectiveness, quality improvement for systems change, public policy analysis, history and current issues in behavioral health policy and funding, health equity and cultural humility, team building, cross system leadership, consumer leadership, understanding organizational networks, and negotiating and leading through influence.

“Sponsoring staff participation in the Leadership Institute contributes to the development of the leaders of the present and is an investment in the future of community behavioral health.”

Suzanne Tavano, PhD, Former Behavioral Health Director; Past-President CBHDA

“As a new Behavioral Health Director and former participant of the Leadership Institute, I highly recommend and encourage leaders to participate in this program. What you will glean from the institute is invaluable and life changing!”

Yvonnia Brown, MSW, Behavioral Health Director, Merced County, President CBHDA

“As a graduate of the Leadership Institute, I became aware that ‘lived experience’ is a term that can encompass the work we do as leaders. Having the opportunity to share my own leadership experience, both as a participant and a presenter, has been very empowering.”

Veronica Kelley, LCSW, Director, San Bernardino Behavioral Health Director

## FACULTY:

Program faculty include national and international experts from a variety of fields and disciplines. All are chosen for their forward-thinking perspectives on achieving quality results for the benefit of customers, and for fostering optimal continuous system-level learning and performance. A partial listing of faculty includes: Laree Kiely, PhD, The Kiely Group; Jei Africa, Psy.D, Marin County; Rod Hickman, Hickman and Associates, as well as representatives from the County Behavioral Health Directors Association of California (CBHDA).

## WHO SHOULD APPLY?

California County Mental Health/Behavioral Health Directors, County Substance Use Disorder Services Administrators, Deputy Directors, senior level leaders and those who are preparing to assume senior level behavioral health leadership roles, as well as Executive Directors/ executive and senior level leaders of community-based, non-profit agencies that provide public mental health or substance use disorder services are encouraged to apply.

The participation of leaders and emerging leaders reflecting the diversity of our communities, including lived experience as mental health clients/persons in recovery, and/or as family members is also strongly encouraged.

Applications must include a recommendation from Behavioral Health/Mental Health Director, Substance Use Disorders/AOD Director, or Agency Executive Director.

**County Behavioral Health/Mental Health Departments are encouraged to share this application with their CBO partners and to encourage and support participation of partner leaders.**

## QUESTIONS:

Please contact Theresa Ferrini at [tferrini@cibhs.org](mailto:tferrini@cibhs.org) for logistics or Nancy Pena at (408) 605-0631 or [penanan@aol.com](mailto:penanan@aol.com) for program concerns.

## REGISTRATION FEE:

The LI program registration fee is \$4,950.00. This includes the four program modules and materials. Travel and overnight room accommodations are additional and not included in the registration fee.

## ADDITIONAL EXPENSES FOR RESIDENTIAL SESSION:

For those participants staying at Kellogg West Conference Center, the overnight room accommodations and meal costs are \$586.81.

CIBHS will book the hotel and pay in advance for your reservation.

For those participants who are not staying overnight at the Kellogg West Conference Center, an additional commuter fee of \$195.00 is charged to cover meal expenses (meals included are the introductory dinner, continental breakfast, and lunch only. Other dinners are not included.)

The overnight and commuter fees are to be paid directly to CIBHS.

## FOR THE MODULES IN SACRAMENTO:

A light breakfast and lunch are provided as part of the registration fee. Participants are required to make and pay for their own travel and hotel arrangements. CIBHS negotiates hotel room blocks within walking distance from the USC in Sacramento training location.

Information will be sent upon your acceptance into the program. Registration fees and additional expenses may be paid to CIBHS in three installments to be due on dates to be specified upon acceptance to the program.

“I experienced a transformation during my participation in the Leadership Institute. With each meeting, I felt myself being altered by the unique power, perspective and personality of each participant. I highly recommend this opportunity for anyone in a position of responsibility in the Behavioral Health field.”

Kathryn Hill, LMFT, Behavioral Health Clinical Director, Sierra County Health & Human Services

“As a CBO Executive Director, attending the Institute with statewide BHC leaders was an amazing opportunity to appreciate and reflect on the common challenges we all face and develop new strategies to support our important work. I came back energized and ready to take my leadership to the next level.”

Barbra Silver, MFT, Executive Director, Family Paths, Inc., Oakland CA

“I found the program to be extremely helpful. I gained insights from the presenters and facilitators, and walked away with powerful tools to help me become a more effective leader.”

Douglas Fong, LMFT, Clinical Services Manager, San Mateo County

# CIBHS LEADERSHIP INSTITUTE APPLICATION

Which institute are  
you applying for?

**FALL 2019**  
(September 2019 – December 2019)

**SPRING 2020**  
(March 2020 – June 2020)

## APPLICANT INFORMATION:

First: \_\_\_\_\_ Last: \_\_\_\_\_

County: \_\_\_\_\_ Agency Name: \_\_\_\_\_

E-mail: \_\_\_\_\_ Job Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

ADA /Dietary Needs: \_\_\_\_\_

Self Identified/Culture/ Ethnicity/Lived Experiences (*Optional*): \_\_\_\_\_

If Applicable: Assistant Name: \_\_\_\_\_ Assistant Phone: \_\_\_\_\_

Assistant Email: \_\_\_\_\_

STATEMENT OF INTEREST: Briefly state why you are interested in attending the CIBHS Leadership Institute and what you hope to learn. How do you think your participation will serve your agency/clients/community? \_\_\_\_\_

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LEADERSHIP FOCUS AREAS: Even though the curriculum for each Leadership Institute somewhat varies (based upon previous feedback and current issues/trends), certain areas of leadership remain at the core of the program. Below is a listing of these topics. Based upon your needs, **please rank your top five interest areas by putting a 1 – 5 to the left of the 5 topics you are most interested in** or want to explore further if you are selected to participate in the Leadership Institute (1 = #1 need or interest).

\_\_\_ Self-Awareness

\_\_\_ Culture and Diversity

\_\_\_ Communication and Engagement

\_\_\_ Creativity and Innovation

\_\_\_ Decision-Making

\_\_\_ Organizational Culture

\_\_\_ Partnership Development/Networking

\_\_\_ Team Building/Development

\_\_\_ Managing Conflict

\_\_\_ Negotiation and Influence

\_\_\_ Political Acumen

\_\_\_ Organizational Strategy

\_\_\_ Change Management/Change Leadership

\_\_\_ Other \_\_\_\_\_

## RECOMMENDED BY:

County Behavioral Health/Mental Health Director or Substance Use Disorders/AOD Director: \_\_\_\_\_

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Signature of Director: \_\_\_\_\_

Signature of Applicant: \_\_\_\_\_

Application continued on reverse side >>

**RESIDENTIAL MODULE IN POMONA:**

If selected, do you plan to use the Lodging accommodations provided or commute?  Lodging  Commuter

**IF ACCEPTED:**

If selected, will you require overnight lodging for the follow-up modules in Sacramento?  Yes  No

Hotel information will be provided upon acceptance.

**BILLING INFORMATION:**

Payment in Full by Check or Credit Card

Payment Plan by Check or Credit Card

**Application cut-off date for the Fall 2019 Institute is August 15, 2019.  
Applicants will be notified by  
email of acceptance by August 23, 2019**

**Application cut-off date for the Spring 2020 Institute is February 7, 2020.  
Applicants will be notified by  
email of acceptance by February 14, 2020**

*The Leadership Institute is often over-subscribed,  
so, it is advisable to submit applications ASAP prior to the deadline.*