



LEAPH

Leadership Empowerment Academy for Public Health



Presented by:

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LEAPH Creators

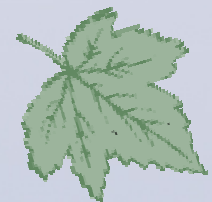
- J. Wayne Crabtree, B.S., M.Div., CADC
- Eileen Deren, A.D., RN
- Donna Dooley, B.S., RN
- Kenneth R. Kring, B.B.A., CPA
- Candice G. Malone, B.S., NSCA-CPT
- William A. Wetter III, B.S., M.S., EMT-P





Why was LEAPH created?

- Public Health Labor Shortages
 - Approximately 23% of our employees could retire on January 1, 2009
- 79% of our employees saw a need for additional leadership skill development
- Improves our capacity to become a learning organization



LEAPH Description

The LEAPH project offers concepts, strategies, and models that direct public health employees toward the development and utilization of leadership principles and practices. It will assist them in working toward accomplishing their agency's mission effectively and efficiently. Participants in this course will be able to identify and articulate a personal leadership philosophy.





LEAPH Description

- Program duration- 10 weeks
- Weekly 7.5 hour sessions - topics include:
 - leadership styles
 - customer service
 - cultural diversity
- Books about empowerment, decision-making, and techniques to improve communication
- Group projects
- Classroom time to meet expectations of the program



LEAPH Objectives

- Develop leadership skills
- Be challenged to become a leader
- Achieve personal development and self awareness
- Be empowered to take risks
- Practice good internal and external customer service
- Become a better communicator
- Understand core values, missions, and strategic plans
- Understand the need to appreciate others
- Learn to recognize other's contributions
- Understand the importance of team building
- Appreciate cultural diversity
- Empower others



LEAPH Curriculum



- Day 1
 - Mission-Values/Fundamentals of Public Health
- Day 2
 - Customer Service/Organization-Planning
- Day 3
 - Personal Discovery/ Myers Briggs Type Indicator
- Day 4
 - Defining a leader
- Day 5
 - Interpersonal Communication
- Day 6
 - Team Building and Conflict Resolution
- Day 7
 - Personal Wellness and Image
- Day 8
 - Cultural Diversity
- Day 9
 - Enhancing Personal Effectiveness
- Day 10
 - Group Project Presentation/ Graduation





LEAPH Format

- Sessions will include 10 weekly classes of 7.5 hours totaling 75 hours
- Maximum number of 20 participants
- All LMDPHW employees are encouraged to participate
- Participants are selected by the LEAPH Advisory Committee who carefully selects a cross section of employees representing all job functions and responsibilities
- Once selected participants are sent in advance a pre-course assessment, expectations of time commitment, course curriculum, and required readings



LEAPH Results

- More than 80 Louisville Metro Public Health and Wellness employees have graduated from LEAPH
- Completed 15 projects that have worked to improve communications, employee recognition, and operational efficiencies across the department



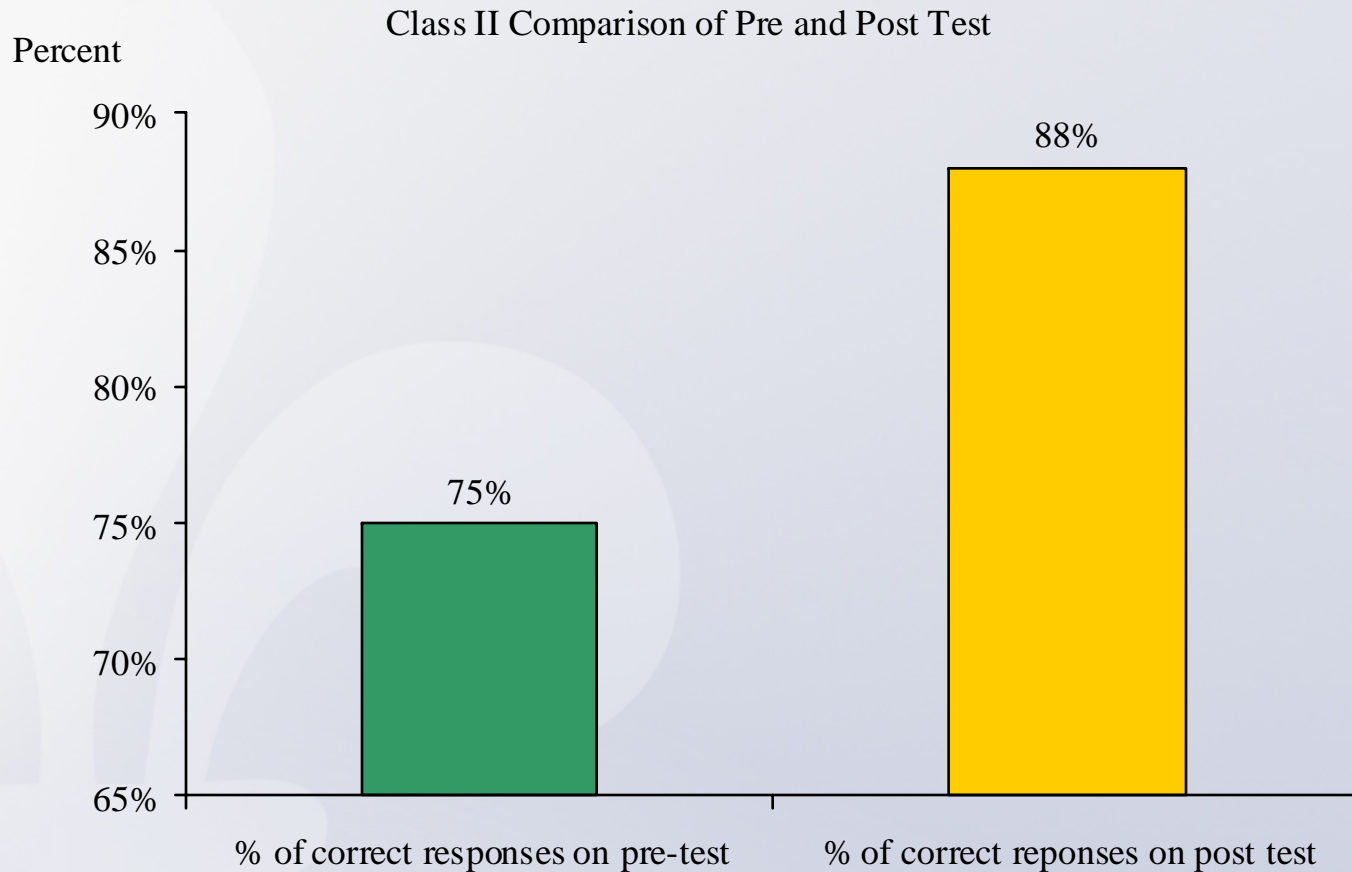


LEAPH Results (continued)

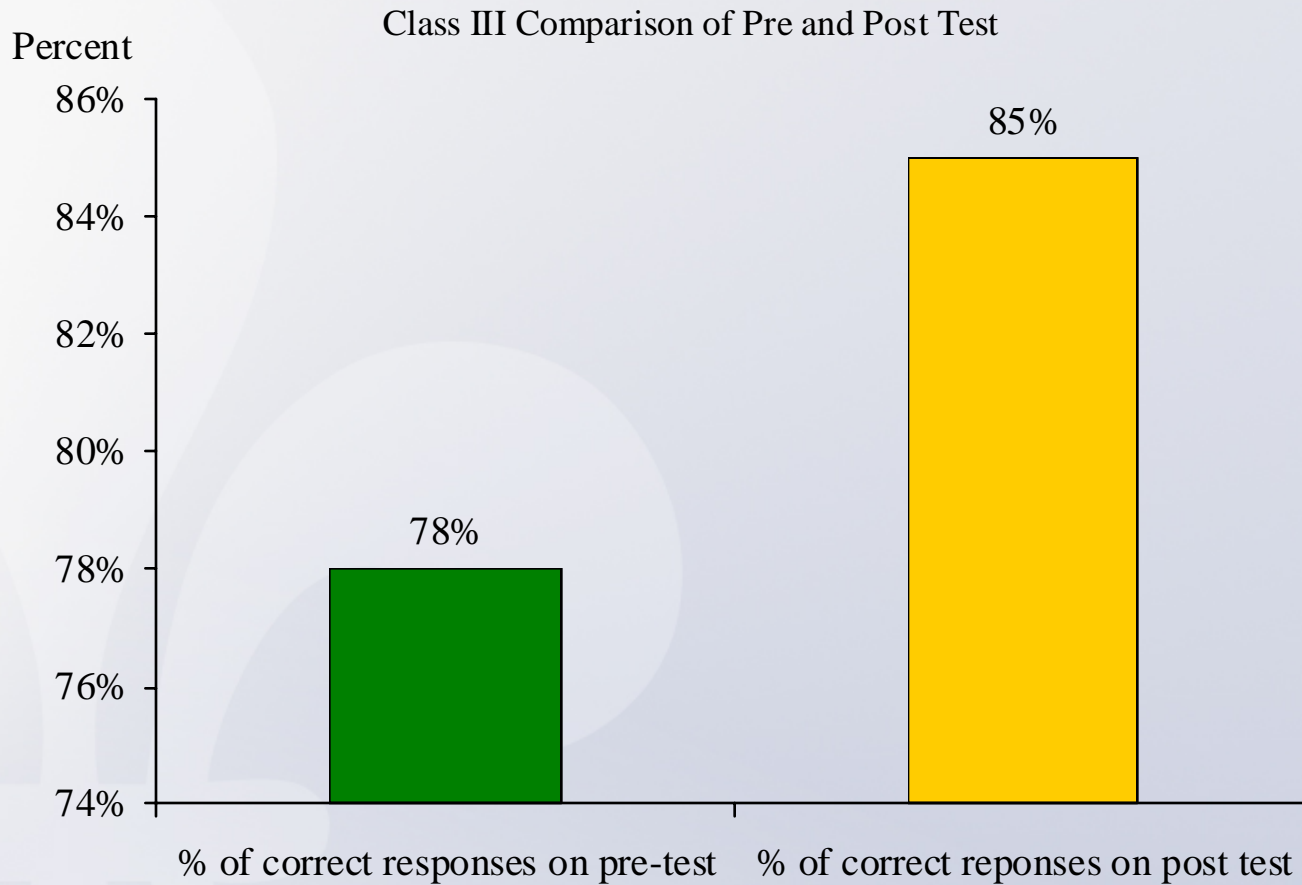
- Has there been a change in knowledge?
 - The pre/post tests were used to determine if there was a change in knowledge
 - Scoring was dichotomized to measure the percentage of subjects' knowledge levels at pretest compared to post test results



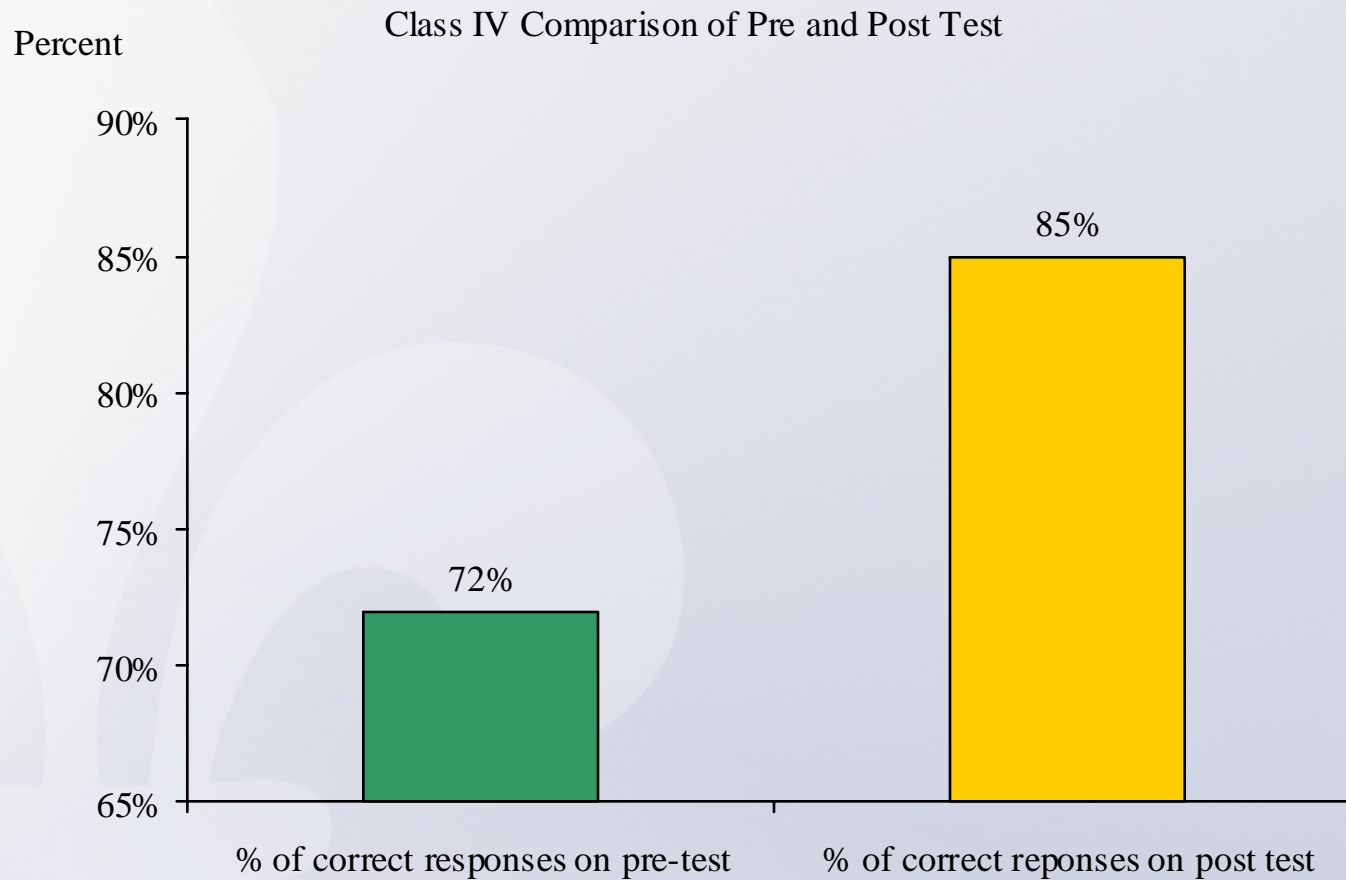
LEAPH Class II



LEAPH Class III



LEAPH Class IV



LEAPH Results (continued)

- Data is being reported from three of the four cohorts because during the pilot class the pre and post test were not given
- There was a statistical significant difference for the test in knowledge scores between the pretest and the post-test scores.
- The post test scores were 86% as opposed to 75% of the pretest scores, ($p < .05$)



LEAPH Results (continued)

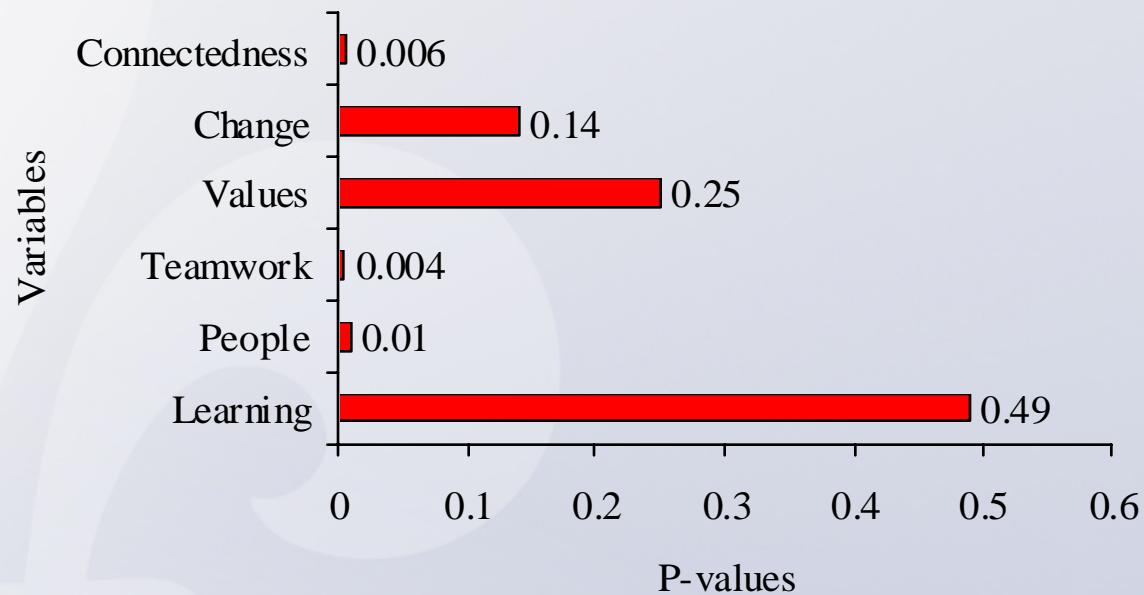
- Is the LEAPH program improving the capacity of the LMDPHW to become a learning organization?
 - A detailed questionnaire developed by Sylvester, “Characteristics of a Learning Organization” was used for both the LEAPH graduates and the non-LEAPH graduates group.
 - This survey measures the extent to which the employees perceive their organization as a “learning organization” (i.e. able to learn and adapt).
 - This survey contained six categories. The answers to the questions were used as evidence to support whether the LEAPH program is creating a foundation for a learning organization at LMDPHW.



P-Values for Variables Explored by the Sylvester Instrument



P-Values Determined by the Chi-Square Tests for the Variables Explored by the Sylvester Survey





Final LEAPH Remarks

- The LEAPH Program was developed to guide all employees to lead, mentor, and to develop themselves, not only in the LMDPHW, but also throughout the field of Public Health
- Leadership knowledge and skills are not just for supervisors but should include all employees. A Louisville Metro core value is "Every Employee a Leader"
- A good organization is one that creates a strong vision for the future
- Preparing every person to lead allows everyone the opportunity to grow -- by doing so the organization builds the capacity to become a learning organization
- When the individuals within the organization grow, the organization grows as well



What do LEAPH graduates think about the program?

- *"My biggest surprise has been how much I have learned, not only personally, but comprehensively as an employee."
-Faye Saleh*
- *"The concepts I'm learning in the LEAPH program are being utilized in other areas of my life."
-Charlette Morton*
- *"I signed up to have the opportunity to meet people from various areas of the Health Department and learn about all the services offered to the community. I feel better connected as an employee and appreciate the support given from Dr. Troutman and other leaders within our organization."
-Sheryl Powell*



Leadership Empowerment



Academy for Public Health

**Louisville Metro Department of
Public Health & Wellness**