



Grow Your Leadership! Applications sought through September 15, 2008!

SEPHLI is a year-long leadership development program for public health leaders in North and South Carolina, Virginia, West Virginia, Tennessee, and Arkansas. Offered by the North Carolina Institute for Public Health, the curriculum includes three on-site seminars, coaching, teamwork, and action projects. In a recent survey the majority of graduates said that SEPHLI had strengthened their leadership long-term (Figure 1) and increased their confidence, commitment, networks, and interest in involvement in local or state-level initiatives (Figure 2).

Figure 1: SEPHLI's Long-term influence on graduates' leadership

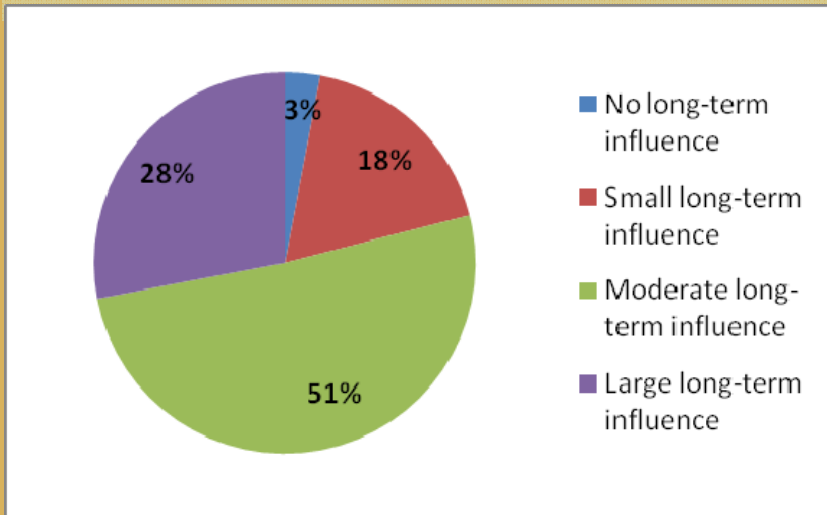


Figure 2: SEPHLI strengthened leadership interests, networks, confidence, & commitment

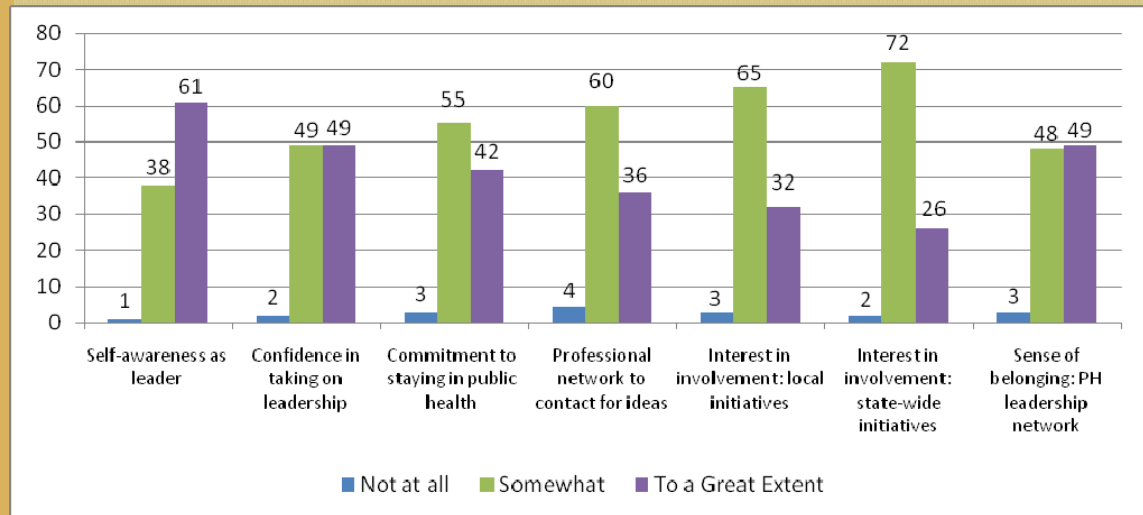
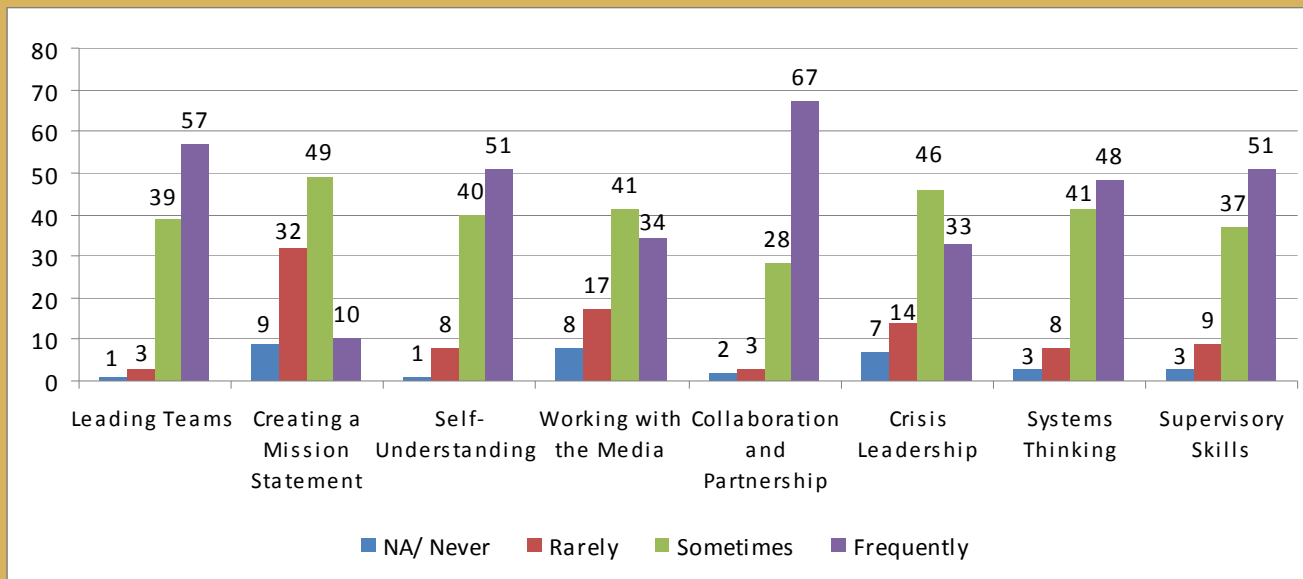


Figure 3: When you go about your public health practice, how often do you use these skills and knowledge areas that you gained in SEPHLI?

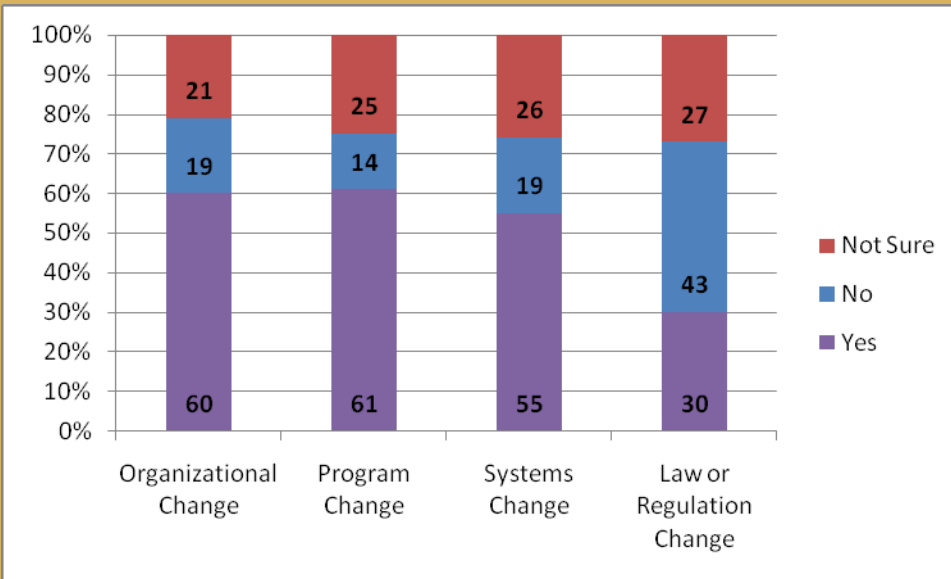
SEPHLI teaches the skills listed in Figure 3. Graduates responded that they were using these skills in their public health practice frequently or sometimes, an indication that the skills learned are being transferred to the workplace.



One graduate reported:

SEPHLI provided me with skills to work on community partnerships, it provided me with more insight into my supervision of staff and ability to work with media.

Figure 4: SEPHLI's ultimate goal is for the leaders and networks that it develops to influence wider structures. Most graduates reported that they had directly or indirectly influenced an organization, program, or system, while 30% had influenced a public health law or regulation



One example of an organizational change cited by a graduate:

[I moved] to a new position as a local health director just before graduating. I stepped into an agency that had been in turmoil, so my training and sessions in SEPHLI were very important Various successes were assisting and retaining several staff who completed advanced degrees, starting several self-sustaining programs, such as children's dental and adult primary care, a 70% increase in revenue over 5 years and going from a turnover rate of over 200% to 7% (in five years). SEPHLI helped with my own skills in leadership and gave me confidence.... It also gave me insight into the leadership and management abilities needed to work with people. The changes implemented were important for our agency to efficiently and effectively serve our citizens and for our own staff to be dedicated and proud of working in a local public health agency.



SEPHLI helped me to prioritize patience and to take a broader view of what leadership is. The many different personal evaluation tools were an excellent comprehensive view of how I am perceived by others and how to make my leadership efforts more effective...

The cross state team has allowed me to practice skills in situations where direct supervision does not exist but team projects had to be completed. I will take advantage of the connections I made with other states' staff as well. This networking opportunity and the connections were simply excellent.

*-Mark Barnes, Senior Consultant,
Health Services Administration,
South Carolina Department of Health and Environmental Control*

SEPHLI Fast Facts

- ❖ The SEPHLI program consists of three face-to-face meetings, telephone conferences, small group assignments, online discussion forums, an individual learning plan, a community leadership project, and a mentoring relationship.
- ❖ 95% of graduates have recommended SEPHLI to other public health professionals.
- ❖ Now in its eleventh year, SEPHLI has enrolled 362 public health leaders from throughout the Southeast.
- ❖ Nationally recognized faculty.

SEPHLI is actively seeking applicants for its next cohort. Apply by September 15, 2008 at <http://www.sephli.org/become/index.htm>

For more information contact Erin Ridings at (919) 966-0341 or erin_ridings@unc.edu. We look forward to seeing your application!