



Interprofessional Leadership Consortium (ILC) and ILC Training Track

An **Interprofessional Leadership Consortium and Training Track** is a unique leadership training opportunity facilitated by faculty dedicated to the concept of training emerging interdisciplinary professional leaders in Maternal and Child Health. This year-long opportunity is afforded each year to an interdisciplinary group of students, faculty, and participating community professionals associated with an MCHB-funded leadership training program.

What comprises the ILC TrainingTrack:

Early Fall: Leadership track participants engage in a **3-day Leadership Intensive**. Building on several validated and respected psychological assessment instruments, participants gain an understanding from a psychological perspective on “what makes people tick” and what contributes to blind spots. The program explores how people are “wired” with respect to interacting and communicating with others, how they gather data, make decisions and experience time, as well as how human motivation relates to work alignment and engagement. The participants also learn about how people approach change and how to see the change message. This curriculum uses three psychological assessment instruments, the Myers-Briggs Type Indicator, the FIRO-B, and the Change Style Indicator. The participants also complete exercises in choosing among competing values, which reflect many of the real life choices faced by public health leaders. During the final day of the workshop, facilitators organize a leadership panel, where three prominent leaders in various maternal and child health-public health areas candidly share their experiences, challenges, and lessons learned. Over the 3-day period all participants begin to create an *Individual Leadership Development Plan*, with at least two goals for developing their leadership capacity over the course of the year. We encourage consortium leaders to provide directed mentorship to each participant about his or her experience during this workshop and how it provides greater insight into being an effective leader in the future.

Late Fall: The **1-day Conflict Resolution and Team Building** workshop focuses on the resolution of personal/group conflict and team process in the organizational setting. Participants will receive information on their personal conflict style (e.g. Avoidance, Accommodation), as well as the knowledge to expand their preferred conflict approach to incorporate situation-specific strategies. The group will also become familiar with various attributes of teams and attain greater understanding of group dynamics and ways to build stronger, more effective teams. A number of role-playing and dyad exercises provide participants with useful “tools” to promote meaningful exchange when engaged in difficult conversations in the workplace.

Early Spring: Participants engage in a *Family-Professional Partnerships Workshop* that explores ways to navigate and enhance the unique parent-professional relationship and emphasizes the importance of shared decision-making.

Late Spring: Participants share a program specific experience(s) or participate in a workshop focused on enhancing awareness, knowledge and skills addressing diversity themes/challenges at the organizational level.

Late Spring: *Leadership Reflection* session.

Fall and Spring (Dates TBD): Leadership in Action Sessions (LIAs): In addition to the day-long workshops, participants engage in two shorter evening sessions titled: *Leadership in Action* (skills based training). These sessions thread the larger workshop concepts and incorporate some of the tools learned in the primary workshops through the use of case studies or other group-based activities.