

Public Health Association of BC: Core Competencies in Public Health Project Manager and Senior Decision-Maker Survey - 'Leadership for All'

Introduction:

The overall aim of the Public Health Association of BC's (PHABC) Project on Core Competencies in Public Health is to contribute to ensuring that the public health workforce in BC has the appropriate competencies for the delivery of public health core programs. This project is funded by the BC Ministry of Health and the Public Health Agency of Canada and has an advisory committee with representatives from PHABC, the two funding agencies, the health authorities and the academic sector.

In Phase 1 of this project, the core competencies identified in the *Core Competencies for Public Health in Canada: Release 1.0* (<http://www.phac-aspc.gc.ca/ccph-cesp/pdfs/zcard-eng.pdf>) were assessed and found to be relevant to implementing the core public health programs in BC. In addition, the consultation process identified a number of core competencies for public health that could be enhanced as well a number of competency gaps where training is needed. (See Phase 1 Report http://www.phabc.org/files/headlines/Final_Report_Core_and_Technical_Competencies_08.pdf)

As part of Phase 2, PHABC is implementing a pilot project to develop and test a collaborative process for identifying and responding to the educational and training needs of staff and managers currently employed in the public health sector in BC. The tools and processes being developed are intended to enhance understanding of the existing skills and training needs of current staff in the public health core competency areas, and can be assessed at a regional level or province-wide. The focus is on professional development for current staff rather than entry to practice.

We would appreciate your support in completing this survey. The purpose of this survey tool is to identify the managers' and senior decision-makers' general understanding of the professional development needs of the public health workforce in their organization and the type of training/education response that would meet these needs. This tool has been tested in one competency area- Community Capacity-building – and is currently being piloted in the competency area 'Leadership for All'
Please enter the security code you received by email to begin the survey.

(security code is: leaders)

Public Health Association of BC: Core Competencies in Public Health Project

Manager and Senior Decision-Maker Survey - 'Leadership for All'

Instructions: The survey will take approximately 15 minutes to complete. There is no time limit on the survey, providing you don't close or navigate away from this window, your responses will remain intact. Please complete the following questions and click submit at the bottom of the page:

Definition of 'Leadership for All'

'Leadership for All' includes statements for the leadership competency area that apply to public health staff in any position within the organization and incorporates skills required when working with communities and clients.

Employer Survey Questions

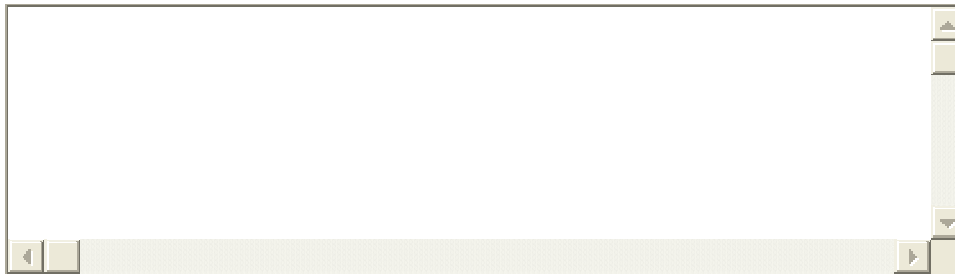
Top of Form

Core Public Health Competency area: 'Leadership for All'

1a. How critical is 'Leadership for All' to achieving the goals of your program area/portfolio?
Please rate importance on a scale of 1-5 with 1 being high and 5 being low.

High 1 2 3 4 5 Low

Comments



1b. Do you feel there is support for 'Leadership for All' from the corporate leadership of your organization?

Yes No Not Sure

If no, do you have any suggestions as to how to gain their support?

2. What do you hope to achieve by ensuring all staff have leadership competencies?

3a. Are there organizational supports available to your staff to assist them in their leadership efforts?

Yes No Don't Know

3b. If yes please specify the support available to your staff to support them in their leadership efforts. Please check all that apply:

- Financial (e.g., budget allocation)
- Tools (e.g., video conferencing, data base, website, GIS mapping, etc.)
- Administrative (e.g., organizing meetings, physical space, etc.)
- Supportive organizational culture and leadership
- Existing positive relationships and partnerships with relevant external groups
- Included in performance review plans
- Access to other experts in this competency area; opportunity to collaborate with others
- Training, education and mentoring opportunities
- Others: Specify:

4a. Do you think your staff require additional professional development in leadership?

Yes, Most Yes, Some No Not Sure

4b. If yes, approximately how many staff do you think may require professional development in leadership?

less than 10 10-20 21-30 31-40 41-50 more than 50 don't know

4c. If yes, how important is it to develop/have access to training/education programs in this competency area?

Please rate importance on a scale of 1-5, with 1 being high and 5 being low

High 1 2 3 4 5 Low

5a. Does your organization provide, or do you feel it should provide, the following professional development supports for the core competency area of 'Leadership for All'?

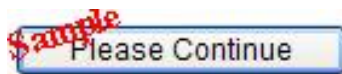
Professional Development Supports	We do provide	We don't provide	We don't provide but should	Don't Know
Give time off during work hours to take training	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay 100% of their tuition upon completion of the training	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay a portion of the tuition	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognize courses in performance plans, if applicable	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognize achievement in some tangible way e.g., special assignment, salary, promotion, etc. as determined by workplace agreements	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer workshop on site free of charge	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support development and participation in communities of practice	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other possible approaches – Please specify:	<input type="text"/>			

6. Would your organization be willing to participate in any of the following: Please check all that apply:

- Provide expertise to develop a professional development program
- Teach some aspect of the program/course
- Provide mentoring support
- Provide field placements
- Other – Please specify:
- None of the above

Please review your answers and click submit.

Your survey information from this page will be entered into our database!



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7a. Thinking about the skill set that describes the 'Leadership for All' competency, which of the following specific skills do you think should have the highest priority from a staff professional development perspective?

Identify and rank up to 5 skills that you feel are the highest priority with 1 being the highest priority and 5 being the lowest priority:

<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	Have sufficient self awareness (e.g., of values, principles, styles, emotions, strengths and limitations) to take responsibility for own performance.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	Consistently seek opportunities for professional development (e.g., character building of confidence, resilience and ongoing learning for growth).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	Able to foster development of others (e.g., supporting, recognizing, encouraging and motivating them to achieve their goals).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	Able to create enabling environments where others have meaningful opportunity to contribute (e.g., building teams, facilitating environments that promote community capacity-building, cooperation and collaboration).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	Able to identify, establish and communicate clear and meaningful expectations and outcomes to achieve a

		shared vision.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to take action to implement decisions (e.g., take own action and/or delegate action to others).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to hold oneself and others accountable for decisions made.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to measure and evaluate progress toward goals.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to purposefully build partnerships and networks that facilitate collaboration among groups with diverse perspectives in pursuit of shared goals (e.g., able to foster a culture of collaborative planning and action).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to utilize political sensitivity to mobilize support and resolve conflict.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to foster a climate of critical thinking and innovation to create opportunities for change (e.g., champion and orchestrate change).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to mobilize knowledge for positive change (e.g., gathering intelligence from key stakeholders, encouraging open exchange of information, and using quality evidence).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Demonstrates knowledge of public health sciences.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to apply a population and determinants of health approach, using equity and social justice practices to improve the health and well-being of communities and populations.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to foster a learning environment that supports others to gain public health knowledge.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to apply public health ethics that emphasize “doing the right things” for the health of the public/community/population (e.g., achieve the best results for the broader group).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to advocate for the greater public good/health of the population which may require challenging general opinion or a stakeholder interest.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to support marginalized populations in advocacy of their public health.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to advocate for supportive environments, services and resources that foster health and well-being of communities and populations.
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to facilitate excellence in citizen-centred service (e.g., best practice).
<input checked="" type="radio"/> No Rank <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5		Able to foster a culture of community capacity-building that is responsive to the needs of the community.

7b. Are there any other leadership skills, not listed above, you would rank as one of the top five professional development needs of your staff?

Yes No Please specify

8. Do you have any other comments?

Please review your answers and click submit.
Your survey information from this page will be entered into our database!

Sample

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Personal Data: Please specify

9a. Where you work: Employer

- Regional Health Authority: VCH FH VIHA IH NH
Health Service Delivery Area If appropriate, specify:
- Provincial Health Services Authority
- Provincial Ministry of Health or other Ministry Please specify:
- Other Please specify:

9b. Please specify your professional discipline:

- Audiology
- Dental
- Community Developer
- Counsellor
- Environment Health Officer
- Medical Health Officer

- Nutritionist/dietitian
- Public Health Nurse
- Policy and planning
- Speech Language Pathology
- Social Worker
- Other discipline specify:

9c. What best describes your role?

- Manager
- Director
- Executive
- Other:

9d. Area of responsibility:

Program area- please specify:

- a. General program area
- b. Specific program content

Corporate area, if applicable – specify

Other- specify :

10. Number of years you have worked in public health:

- less than 5
- 5-10 years
- more than 10 years

Please review your answers and click submit.
Your survey information from this page will be entered into our database!



Thank you for your participation and time.
Your submission was successfully sent!

[Exit](#)