

Wisconsin WIC Nutrition Leadership Series Summary

ASTPHND would like to track how other states are adapting and using this Leadership Series, as it will provide useful information about the effectiveness of our succession planning activities. If you use and/or adapt these materials, please let us know so we can learn from your experiences. Also, if you have any thoughts you would like to share, we would love to hear them.

The purpose of this three-part training series is to build nutrition leadership capacity. The sessions were created around the principles of self-leadership, leading others, and leading in organizations and communities. Each session was built on the skills learned in the previous sessions.

Session I - Self Leadership: Leading me comes before leading others.

Professional and life goals and aspirations change over time. By reflecting on one's own personal values, professional needs, strengths, weaknesses, communication style, and decision-making style, each person can take stock of their leadership assets and create a path for enhanced satisfaction in work and life.

Upon completion of the training, participants should be able to:

1. Effectively use self-reflection techniques on a routine basis.
2. Identify personal and professional strengths, challenges and growth potential.
3. Reframe situations from multiple perspectives.
4. Distinguish internal values from collective values.
5. Use sources of personal reward and rejuvenation to sustain your professional practice

Session II - Leading Others:

The key to leading for excellence is a person's ability to work successfully with others in their organization. Plans on paper are nothing until people work together to get things done. In the end, people are the key to change and to everyday success. The way a person approaches each encounter says a lot about their ability to lead others.

Upon completion of the training, participants should be able to:

1. Negotiate and manage conflict.
2. Build and sustain relationships to accomplish goals.
3. Function effectively as part of an interdisciplinary team and value professional practice and expertise.
4. Demonstrate the ability to communicate effectively with multiple audiences about public health nutrition.
5. Capitalize on their personality, commitment, and passion to attract others to their nutrition mission and goals.

Session III - Leading within Your Community:

Leading nutrition-related efforts in the community requires skills and strategies for working effectively with diverse stakeholders. This session explores ways to engage the community in the design and development of successful nutrition policies and programs.

Upon completion of the training, participants should be able to:

1. Identify a wide range of stakeholders who influence changes in public health nutrition policies and programs within your organization and community.
2. Identify assumptions and detect ambiguities and contradictions in positions and beliefs of stakeholders.
3. Use data, levels of evidence, and other objective evaluative criteria in proposing and selecting nutrition-related policies and programs for your community.
4. Use strategies to balance the interests of diverse stakeholders in a coalition or work group.
5. Effectively facilitate meetings and decision-making with a variety of stakeholders/constituents.