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System Building by Way of Transformational Partnerships: You Can Do It Too!

Judith Ganser, MD, MPH

Stephan Viehweg, ACSW, LCSW

By way of introduction....

Judy

-ISDH, MCH

Medical

Director

-Physician

-All around great gal

-Project Director of
Indiana Sunny Start:
Healthy Bodies, Healthy
Mind (ECCS)

-jqanser@isdh.in.gov



Steve

-IAMTMH

-Social

Worker

-All around great guy

-Infant mental health
specialist

-President Family Voices
Indiana

-sviehweg@iupui.edu



Top 10 Lessons Learned

- 10 – Change takes time
- 9 – Patience is a virtue
- 8 – Have an open mind
- 7 – Process is important
- 6 – Structure is appreciated
- 5 – Creativity is welcome
- 4 – Keep inviting partners to the table
- 3 – Translate, translate, translate
- 2 – Be persistent
- 1 – Periodically look back to appreciate progress, make a new plan and celebrate!



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Famous Quote

“This project is the bargain of the century.”

- *Maureen Greer*

Sunny Start Consultant, Emerald Consulting



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MCH Leadership Competencies

I. Self

1. MCH Knowledge Base/Context
2. Self-reflection
3. Ethics & Professionalism
4. Critical Thinking

II. Others

5. Communication
6. Negotiation & Conflict Resolution
7. Cultural Competency
8. Family-Centered Care
9. Developing Others Through Teaching and Mentoring
10. Interdisciplinary Team Building

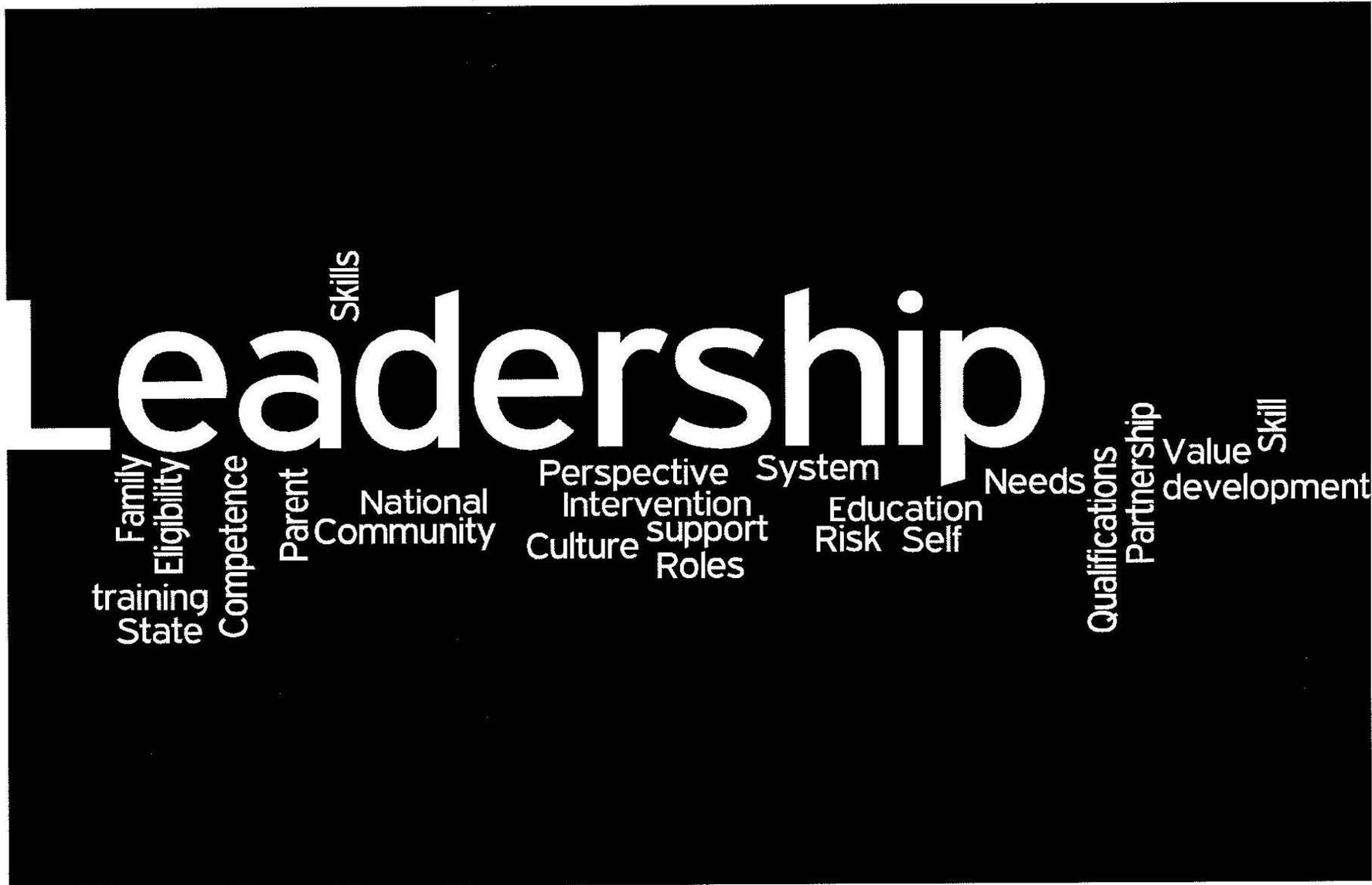
III. Wider Community

11. Working with Communities and Systems
12. Policy and Advocacy



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Leadership

Skills
System
Needs
Partnership
Value
Skill
development
Education
Risk
Self
Roles
support
Intervention
Culture
National
Community
Parent
Competence
Eligibility
Family
training
State
Perspective

Building Leadership in ALL Interactions

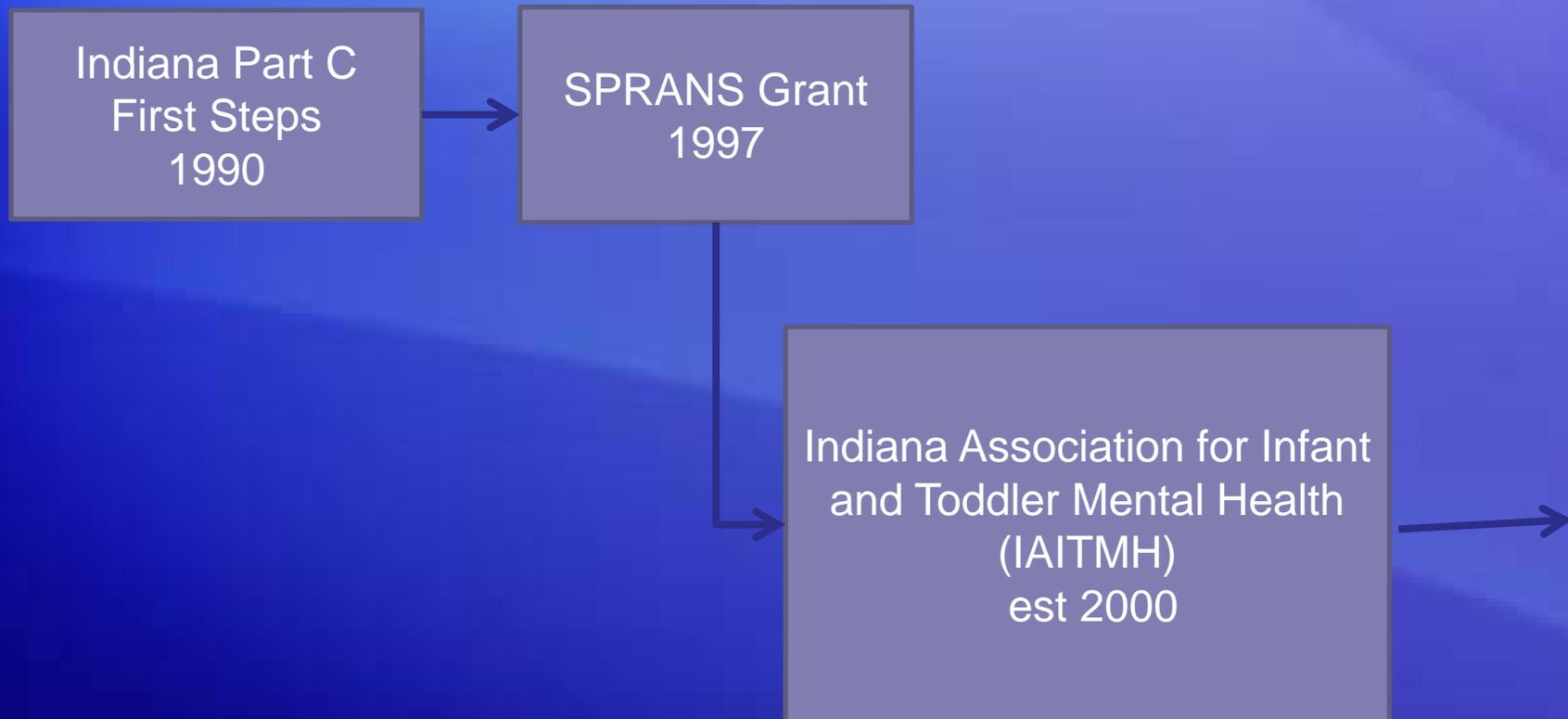
Four Domains of Leadership Strength

Executing	Influencing
Relationship Building	Strategic Thinking



10 – Change takes time

Timeline – a 20 year retrospective



2003-05 ECCS Strategic Planning Period

DMHA Cross Systems

2005 IAITMH Strategic Plan

2005-08 Sunny Start Implementation

2006 The Child's Social, Emotional and Behavioral Health Plan

2006 Dr. Deborah Perry attends one-day committee retreat



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2007 Core Competencies and Summer Institute

2008 IAITMH Annual Conference

2009 –Teresa Ostler ,Charlie Biss; continued with Sunny Start activities including support of THE Institute at state level

2010—ISDH supported speaker for April Institute on early childhood mental health --annual conference on Parent Infant Psychotherapy



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2011-Early Childhood Mental
Health Intensive,

Certificate program,

Roll out the Endorsement



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9 – Patience is a virtue

Partnerships and relationships take time

Important to look back periodically and appreciate progress

Celebrate and articulate incremental progress including cake and ice cream!



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8 – Have an open mind

Strategic Leadership

Not a *single* leader, shared vision

Clearly articulated message that is flexible/relevant to all constituents and their priorities



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7 – Process is important

“Incubator” concept

Sunny Start decision to focus on only a few areas at one time to assure sustainable, measurable change.

Involvement of all partners including families



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6 – Structure is appreciated

Quality, translatable products

- Mentorship modules
- Web resources
- ESCE Information flyer series (ongoing)
- Assessment of Social and Emotional Development in Infants and Young Children (2004)
- ECSE Competencies Consensus Statement (2007)
- Indiana's DC 0-3 Crosswalk (2007)
- White Paper on Infant Mental Health
- Medicaid Rehabilitation Option and infant mental health (2010)



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5 – Creativity is welcome

Connection with IAITMH – helps transcend changes in administrations

System approach versus Program approach

Diverse subcommittee



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4 – Keep inviting partners to the table

Strategy to house this effort in Sunny Start (ECCS)

- ISDH – MCH (Ganser) role to provide leadership at state level
- IAITMH (Viehweg) role to provide leadership at association level

Give and take of these leadership roles

Expect and plan for staff/appointee turnover and other changes



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3 – Translate, translate, translate

Value of translating our early childhood speak
to words others can understand

And Public Health speak

Important to keep coming to the table and
translating the message again in ways
people can understand



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2 – Be persistent

Stick to the vision and message as way to survive the complete turnover of “core partners”

Keep sharing the message with partners



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1 – Periodically look back

High value in pausing for observing and appreciating progress

Use “white paper,” strategic plan, or consensus statement as a way to document progress and plan for the future and share it frequently



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Newest Incubation Project

Need to address environmental issues

Sunny Start Project Manager, Andrea Wilkes, attended Lead and Healthy Homes Conference

Success of Infant Mental Health project freed up ECCS \$

Sunny Start Environmental Health Committee formed

ISDH Lead and Healthy Homes, ISDH Asthma Program, Indiana Department of Environmental Management, Improving Kids Environment Coalition, Bureau of Child Care, Family Advisory Committee

Head Start Collaboration Office will fund purchase and distribution of PBS/ISDH/Marion County Health Department Lead and Healthy Homes documentary.



Reflection

With a partner discuss the reflective questions in the handout



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Thank you for joining us for
this important discussion and
best wishes as you improve
systems and services in your
community!



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