

The Washington State System of Care leadership fellowship program

Frequently asked questions (FAQ)

Background

The Washington State System of Care leadership fellowship program uses the Kagen Leadership Development Process©. The program will be offered through the Health Care Authority's (HCA) Division of Behavioral Health and Recovery (DBHR). This program is part of the System of Care Grant awarded by the Substance Abuse and Mental Health Services Administration (SAMHSA).

The Washington State System of Care Leadership Development Program was designed to support and promote the System of Care values and philosophy and is endorsed by SAMHSA. It is a unique training designed specifically to meet the needs of System of Care promotion and sustainability.

How long does the program last and how is it delivered?

- The Kagen Fellows Program is an intensive, 12-month leadership development program delivered through a System of Care lens

How many fellows will be selected?

- Twenty-three (23) Fellows will be selected to learn to lead more effectively to deeply impact how behavioral health care is delivered in Washington State with children, youth and families

What will the cohort of fellows look like?

- The cohort of Fellows will include individuals of all backgrounds including individuals with lived experience, family leaders, young professionals, system partners, MCO professionals and providers in human services and education agencies.
- In order to embed and sustain the values and principles of the Children's Behavioral Health

System (SOC) including our vision of Integrated Health Care, leaders need to understand their role as change leaders in that process. Thus, we envision the Fellows' program as a workforce development strategy. Moreover, this program will assist in building collaborative relationships between agencies, families, and young professionals with lived experiences.


What will I learn in the program?

- The comprehensive program includes multiple modalities to improve leadership ability to adopt and evolve in accordance with SOC values. The Kagen Fellows Process includes: Four Training and Development engagements:
 - Adaptive Leadership for Systems Change (18 hours)
 - The Coach Approach to Adaptive Leadership (16 hours)
 - Building Common Ground, Aligning Perspectives and Managing the Dynamics of Difference (16 hours)
 - A concluding Festival of Learning where the learners become the teachers and celebrate their graduation (8 hours)

The Program consists of coaching and consultation, a Leadership 360 and individual reports, dialogue groups (which will form a Community of Practice), experiential exploration and reflection and training.

How much time will the fellowship program take?

- Fellows can expect to spend 3-4 hours per month (on average) in Fellowship activities.



Months which house the trainings, Fellows can expect additional hours as noted above.

What does the fellowship program include?

This comprehensive Washington State System of Care Leadership Fellowship using the Kagen Leadership Development Process includes the following:

- Focus on the leadership skills necessary for building comprehensive systems of care for children and youth and their families.
- Focus on developing individual leadership skills of self-reflection, mental models and assumptions, flexible leadership style, the role of personal values and values bumping, the role of culture on leadership behavior, developing capacity for the reverse view, developing vision, risk taking and courage, resilience and resolve
- Focus on the skills of adaptive leadership and develop the linguistic skills to frame adaptive challenges.
- Focus on the leaders coaching skills to support adaptive change for individuals, teams, organizations and cross agency partnerships.
- Focus on the leadership skills of transformation management including the latest research on neuroscience and trauma informed leadership
- Focus on the leadership process tool kit of negotiation skills, critical thinking, dispute and conflict management, group facilitation skills, advocacy and inquiry, dialogue and discussion
- Focus on your individual leadership challenges which are not that simple to solve today but when addressed effectively, could shift the current status quo and create an envisioned future of partnership, mutual respect for differing perspectives, authentic engagement and ongoing alignment
- Focus on Leadership Feedback (360) using the Leadership Practices Inventory (LPI)

- Focus on skills to build safe and open learning environments, and dynamic cross system collaboration by changing the conversation and allowing for creative open-hearted learning to occur.
- Focus on skills to increase effective communication and collaboration. Expand the mindset from fixing things to developing other leaders using inquiry and the power of the question. The question mobilizes the future and helps identify adaptive challenges
- Focus on the power of language by creating and sharing a common language to nurture Interagency and cross role partnerships

We commit to provide a safe, brave and open learning environment where all leadership challenges can be discussed

We commit to modeling a leadership approach of full engagement so each Fellow can connect with each other to form multi sector relationships which will support the vision of breaking down the silos in the State of Washington resulting in greater integration of care.

Who do I contact with questions?

Contact Ace Bulger, System of Care Grant Director, at ace.bulger@hca.wa.gov