

The ASTHO Senior Deputy Committee identified a need to develop activities to engage new senior deputies in order to rapidly develop their skills and involve them in strategic matters and to provide opportunities for experienced deputies to strengthen their management and leadership skills.

### Background

ASTHO has subcontracted with the North Carolina Institute of Public Health (NCIPH) to provide curriculum and technical support to the program. The Committee is developing a comprehensive executive development initiative for Senior Deputies to include an orientation program, mentoring/networking and practical learning opportunities, and the development of reference materials and other tangible resources.

### Goals

- Orient new Senior Deputies to key public health concepts and skills
- Provide new Senior Deputies leadership and management training needed for their positions
- Provide new Senior Deputies training in terms of specific topics
- Integrate Senior Deputies into professional networks and build a community of practice that focuses on sharing information
- Provide Senior Deputies with information relating to the Centers for Disease Control and Prevention
- Provide Senior Deputies with information regarding the relationships with federal government agencies (ASTHO, HRSA, USDA, etc)
- Provide Senior Deputies with information regarding the latest "Hot Topics" and emerging issues in a timely manner
- Provide Senior Deputies with opportunities to network and share experiences

### Current Initiatives

- **New Senior Deputy Orientation Program**  
Within the first six months of starting a position, Senior Deputies will be oriented to their new role and learn the functions and responsibilities of a Senior Deputy; the major programmatic elements of state health agencies; the power of positive partnerships with public health governmental agencies, and key resources. New Senior Deputies will have the opportunity to participate in a mentoring program with experienced senior deputies for in-person training and attend a site visit. Pairs will be matched based on the following criteria: specific request to partner with another state, similar program responsibilities, agency structure, region, and experience dealing with similar challenges.
- **Webinar Series**  
This component will offer Senior Deputies an opportunity for interactive discussion to share their knowledge and experiences on how to develop effective strategies to address topics of interest that impact their daily responsibilities, such as addressing budget shortfalls, advocating a legislative agenda, or collaborating with partners.
- **Peer Networking**  
Senior Deputies will build a community of practice that focuses on sharing information, knowledge, and advice through distance communication, creation of a Ning site, and activities at the Annual Senior Deputies meeting.

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