

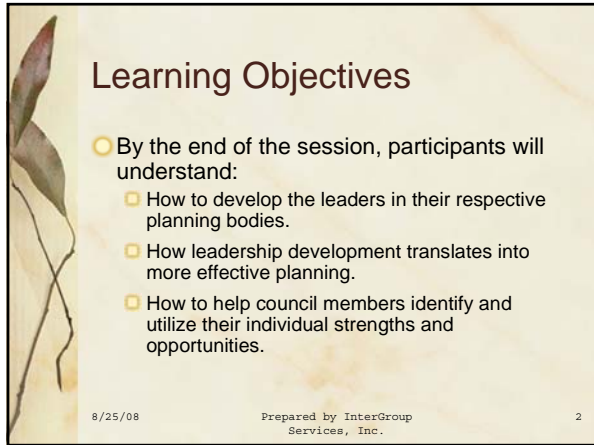


First You LEAP, Then You Fly:
 Supporting Consumer Development
 Within The Planning Process

 HRSA Grantee Conference
 August 25, 2008

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Learning Objectives

- By the end of the session, participants will understand:
 - How to develop the leaders in their respective planning bodies.
 - How leadership development translates into more effective planning.
 - How to help council members identify and utilize their individual strengths and opportunities.

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Planning Council Jeopardy

By Laws	Committees	The Act	Terms and Definitions	Wild Card
100	100	100	100	100
200	200	200	200	200
300	300	300	300	300
400	400	400	400	400
500	500	500	500	500

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“First You LEAP...”

- Training for planners.
- Results:
 - Active and insightful contributions in planning process.
 - Trained community participants with marketable skills.

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Background

- Project LEAP's 12th year in the Baltimore EMA.
- Focus on participants' growth from narrator of personal story to community or constituent advocacy.
- Providers who have experience with direct service want additional training in community planning process.

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Candidates for Leadership Training

- Engaged in planning process.
- Participants
 - Have gone through the LEAP training locally.
 - Have completed PC member orientation.

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“Then You Fly...”: The Leadership Training

- Core assumptions:
 - The planning group is evolving and improving to address the complexities of HIV/AIDS medical treatment.
 - HIV health related planning changes with improvement in medical knowledge and proven intervention strategies.

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“Then You Fly...”: The Leadership Training

- More core assumptions:
 - Ryan White legislation has evolved to consider planning in terms of health outcomes and cost effectiveness.
 - Emphasis on quality improvement of care – this includes improvement in planning.

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Training

- The leadership training consists of four components.
- The Baltimore EMA held four two-hour sessions over a two month period.
- Should be tailored to meet the needs of your group.

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Component 1

Assessing Leadership Potential

- Meet your volunteers where they are and help them with where they need to be.
- The many hats of leadership.
 - Goal Setting.
 - Facilitating.
 - Motivating.
 - Mediating.

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Component 2

Looking Beyond One's Normal Sphere of Influence.

- Developing effective communication skills.
- Building problem-solving and planning skills.

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Component 3

Fostering the Growth of a Planning Group

- Identifying the deficiencies of your planning group.
- Baltimore EMA example: helping to develop a greater understanding of the relationship between the planning council and its committee.

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Component 4

Setting the vision for the planning group's future

- Utilizing strategic planning tools to address planning challenges.
 - SWOT - **S**trengths, **W**eaknesses, **O**pportunities, **T**hreats
 - Using internal strengths to address external threats.
 - Using external opportunities and internal strengths to improve internal "weaknesses" or challenge areas.

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Lessons Learned

- Commitment to the next generation of leaders.
- Understanding of the complex nature of HIV service planning.
- Community planning works.

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Q/A

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