

Supervisors:

Facilitators of Public Health Practice Transformation

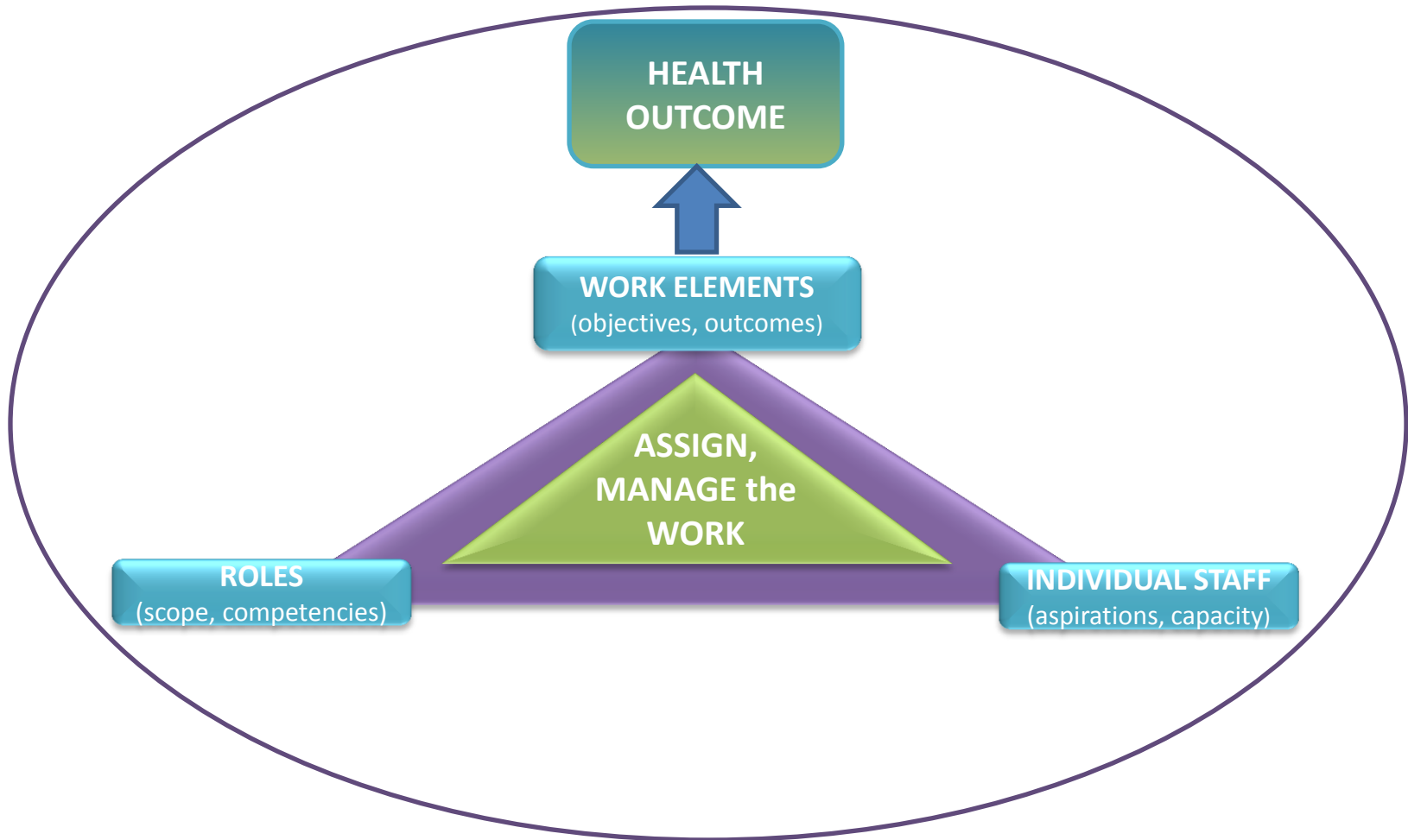
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Public Health Transformation

- Previous presentation
- Here's the work and here's the team...
- Here's the population...
 - Complexity of the work
 - Complexity of the methods and tools
 - Increased use of multi-disciplinary teams





**HEALTH
OUTCOME**

WORK ELEMENTS
(objectives, outcomes)

**ASSIGN,
MANAGE the
WORK**

ROLES
(scope, competencies)

INDIVIDUAL STAFF
(aspirations, capacity)

How easily can supervisors:

- articulate the links between the work of the team and outcomes?
- direct and support their team in elements of public health practice?
- clearly describe the roles on the team, job descriptions and competencies?
- assign work based on the individual's role, abilities, and learning needs?

Methodology

- Interviewed each supervisor (56)
- Themed and cross checked
- Validated findings with:
 - Supervisors
 - Managers
- Initial findings to senior leadership
- Inform next strategic plan

Supervisors succeed when they:

- have *experience with elements of public health practice*
- are *aware of centralized supports*
- make good use of *inter-personal networks*
- can *manage performance*
- *connect work to strategy*
- demonstrate *change management* expertise

Managers help supervisors succeed when they:

- articulate a *clear vision and program strategy*
- provide *information, context and support*
- *communicate regularly* with supervisors to maintain vision
- *manage overall strategy* while engaging supervisors in discreet elements

Supervisors succeed when the organization:

- assists with *role clarity* through clear job descriptions
- facilitates *recruitment and retention* of high performing staff
- encourages and supports *multi-disciplinary teams*
- facilitates *utilization of central supports*
- embraces a *culture of learning and development*

Three groupings of intervention

- Strategy
 - Clear vision
 - Health burden, outcome
 - Planned interventions
 - Well communicated

Process

- Knowledge of elements of work
 - E.g. community assessment, environmental scan, evidence review, program plan, theory of change, performance measures, CQI indicators, evaluation plan
- Useful methods and tools
- Coach and mentor
- Prioritization

Resources

- Awareness of supports and how to engage
- Recruitment support
- Increase networking across divisions and between roles
- Leadership opportunities



Questions and Discussion

Thank you!

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