WV Bureau for Public Health

BUILDING BPH & WV’s FUTURE.... TOGETHER

All Staff Webinar
Cathy Slemp, MD, MPH
Commissioner and State Health Officer
January 2019
STRATEGIC EFFECTIVENESS:

Setting the right goals at the right time and moving to achieve them.
- The “good enough” plan
- Moving to implementation: the power of doing
- Reviewing progress and making adjustments

Growing and learning through action, together
WHAT BPH LEADERSHIP TEAM HAS DONE:
- Reviewed the BPH Vision and Mission
- Drafted a Strategic Map, 2019 – 2022
- Identified 4 Priority Areas of Focus for 2019

WHAT’S NEXT:
- Share to get the Input of Others
- Plan Implementation around 4 Critical Areas of Focus for 2019

Growing and learning through action, together
West Virginia Bureau for Public Health

Our Vision

Healthy People, Healthy Communities
West Virginia Bureau for Public Health
Our Mission

CURRENT:

The Bureau for Public Health shapes the environments within which people and communities can be safe and healthy

UPDATED:

The Bureau for Public Health works with people, families, partners and communities to help assure and advance safety and health
West Virginia DHHR
Bureau for Public Health
Strategic Map: 2019-2022

Building both BPH and WV’s Future… Together
Strengthen the Bureau’s Ability to Advance a Shared Vision for Health

Central Challenge
Ensure Programmatic Excellence

Engage and Empower People, Partners and Communities in Advancing Health

Retain, Develop and Recruit Competent, Engaged Staff

Elevate Operational Effectiveness and Efficiency

Strategic Priorities
WV Bureau for Public Health Strategic Map: 2019-2022

Ensure Programmatic Excellence
Engage and Empower People, Partners and Communities in Advancing Health
Retain, Develop and Recruit Competent, Engaged Staff
Elevate Operational Effectiveness and Efficiency

Strengthen the Bureau’s Ability to Advance a Shared Vision for Health

Strategic Objectives
WV Bureau for Public Health Strategic Map: 2019-2022

Ensure Programmatic Excellence

Engage and Empower People, Partners and Communities in Advancing Health

Retain, Develop and Recruit Competent, Engaged Staff

Elevate Operational Effectiveness and Efficiency

1. Foster Systematic Cross-Program Understanding and Collaboration
2. Ensure Understanding of the External Landscape and Stakeholder Perspectives
3. Instill a Culture of Continuous Quality Improvement
4. Understand and Meet Grant, Contract and Regulatory Requirements
5. Strive to Be Credible Experts in the Field
Ensure Programmatic Excellence

Engage and Empower People, Partners and Communities in Advancing Health

Retain, Develop and Recruit Competent, Engaged Staff

Elevate Operational Effectiveness and Efficiency

Strengthen the Bureau’s Ability to Advance a Shared Vision for Health

1. Identify Essential Stakeholders and Effective Mechanisms for Convening Them
2. Develop a Shared Vision for Health with Desired Outcomes & Resource Requirements
3. Clarify BPH, Partner and Community Roles and Readiness Levels
4. Ensure Facilitation and Relationship-Building Skills Across the Bureau
5. Facilitate Sustained Community-Level Engagement Across Sectors
Strengthen the Bureau’s Ability to Advance a Shared Vision for Health

A. Ensure Programmatic Excellence
B. Engage and Empower People, Partners and Communities in Advancing Health
C. Retain, Develop and Recruit Competent, Engaged Staff
D. Elevate Operational Effectiveness and Efficiency

1. Implement and Build on Prior Workforce Development Efforts
2. Improve Orientation and Onboarding
3. Share Workforce Best Practices across Offices
4. Provide Career Laddering / Mobility as Advancement Opportunities
5. Expand Professional Development Agency Wide
6. Leverage Academic Institutions as a Recruiting Pipeline
Strengthen the Bureau’s Ability to Advance a Shared Vision for Health

Ensure Programmatic Excellence
Engage and Empower People, Partners, and Communities in Advancing Health
Retain, Develop and Recruit Competent, Engaged Staff
Elevate Operational Effectiveness and Efficiency

1. Implement Performance Management and Active QI Systems
2. Develop and Implement Common and Consistent BPH Administrative Policies and Procedures
3. Improve BPH Ability to Coordinate with DHHR, DOA, and DOP
4. Institutionalize Leadership Development and Succession Planning
5. Operationalize a BPH Information Portal Accessible to all Staff
Strengthen the Bureau’s Ability to Advance a Shared Vision for Health

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Strengthen the Bureau’s Ability to Advance a Shared Vision for Health

Draft 12/20/18
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NEXT STEPS

▪ Getting your input
  o Today’s discussion
  o Office based dialogues
  o Other mechanisms

▪ Share to get the Input of Others

▪ Implementation Planning for our four 2019 tracks of work:
  o Workforce,
  o Policies and Procedures,
  o QI Capacity, and
  o Engaging Stakeholders and Developing a Shared Vision

Implementation Planning Workgroups Launch in early February
Questions for Today

Share Your Thoughts and Questions:

▪ What caught your attention / excites you about what you heard? What might BPH look like if we are successful. What might it mean for You? Your office? Stakeholders and Communities?

▪ What questions, issues or concerns do you have?

▪ Suggestions you have for making sure we are successful in implementing our four 2019 tracks of work?
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