

Request for Proposals: Leadership Development Training
for
Community Health Association of Mountain Plains States (CHAMPS)
in partnership with
Rocky Mountain Public Health Training Center (RMPHTC)

RFP Released: February 21, 2024
Proposals Due: March 13, 2024

Overview of CHAMPS and RMPHTC

[Community Health Association of Mountain/Plains States](#) (CHAMPS) is a nonprofit membership association of community, migrant, and homeless health centers in Region VIII (Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming). CHAMPS was founded in 1985 to unite Region VIII health centers in an advocacy and mutual support network of these community-based providers of primary care and related services for underserved communities in the Mountain and Plains states.

[Rocky Mountain Public Health Training Center](#) (RMPHTC) is housed within the Center for Public Health Practice at the Colorado School of Public Health and provides training and technical assistance that serves the public health workforce in Region VIII.

CHAMPS and RMPHTC have been partnering to develop training content for Region VIII health centers and public health staff since 2016.

Background

In recent years, the public health (PH) and health center (HC) workforces have faced similar challenges, a retiring generation of leaders, shrinking budgets to cover rising salaries, and an exhausted workforce overextended to make up for insufficient staffing levels. At the same time, the communities these workforces serve face ever expanding challenges as well, rising cost of living, reduced availability of support services, widespread health disinformation, just to name a few. During the height of the pandemic, partnerships emerged to deal with the crisis at hand and now that the immediate threat has passed, too often the two sides have returned to their silos to regroup and face daily challenges alone. Public health and health centers often address projects differently, they each come with different strengths and weaknesses, and many current and emerging health issues need to be addressed both ways. It is important to make sure that the two are working together to improve health systemically and at the point of care and are working together to build resilient communities while also ensuring their own resilient workforces.

Through surveys and focus groups of both the Region VIII health center and public health workforces, CHAMPS and RMPHTC found that many of the leadership development training needs are consistent among both groups. Additionally, CHAMPS and RMPHTC believe that by building collaborative relationships between public health and health centers, the two systems can work together more efficiently and effectively on several projects that support healthy communities while reducing the burden on their own limited workforce. As such, CHAMPS and RMPHTC are working together to create an online intensive training that embraces these ideas to develop leadership skills in both public health and health center leaders and to create an opportunity that actively fosters systems thinking that will promote better collaboration and partnership between the two.

RFP Services Desired

As part of CHAMPS partnership with RMPHTC to support the career development of health center and public health leaders and support the integration of public health with primary care, CHAMPS seeks qualified organizations and/or individuals to serve as leadership development faculty for an online intensive training to be held before June 28, 2024. CHAMPS will be leading the RFP process and working with selected faculty on developing the curriculum with event implementation and marketing support from RMPHTC. Selected faculty will work in close coordination with CHAMPS to develop and deliver an online intensive training as part of CHAMPS's leadership development partnership with RMPHTC.

CHAMPS anticipates that the leadership development online intensive training will target the essential workforce competencies and tools that health center and public health leaders need to skillfully address short and long-term challenges and goals. CHAMPS aims to distinguish the roles between leadership and management skills. CHAMPS is not requesting faculty for supervisor or manager skills, but rather those who will address strategic leadership skills.

Additional Note: Organizations or individuals submitting responses to this RFP may apply to lead the online intensive training on all the content areas requested or only some of the content areas and topics requested. Proposals should be clear if they are asking to lead the entire online intensive training or to serve as a subject matter expert for part of it.

Target Audience

The intended audience of this training is new or existing health center (HC) and public health (PH), governmental or non-governmental, leaders in Region VIII (CO, MT, ND, SD, UT, WY). These leaders should have strategic responsibilities at their organizations and may or may not currently spearhead collaborative relationships with their PH or HC counterparts in their communities. CHAMPS will consider incentives to encourage HC and PH staff from the same communities to attend together but that will not be a requirement for participation. CHAMPS anticipates a cohort size that will promote collaborative learning (20-30 learners). However, this is flexible; potential faculty should describe their ideal cohort size in the proposal.

Scope of Training

CHAMPS seeks to develop an online intensive training, approximately one to two (1-2) full days or three to four (3-4) half days in length, potentially with one or two additional virtual events (60-90 minutes in length) a month or two later to follow-up and provide additional support for the training cohort. The exact format of this online intensive training is flexible, and the potential faculty's ideal course format should be detailed in the proposal.

CHAMPS and RMPHTC have identified the need for the following skills as important to the development of both PH and HC leaders. Proposals for the curriculum should include the following content areas:

Relationship and Trust Building

Under this content area, faculty should include curriculum that includes in-depth focus on improving organizational culture and staff well-being. This may include but is not limited to the following topics:

- Conflict Management
- Emotional Intelligence
- Group Dynamics

Effective Communication

Under this content area, faculty should include curriculum that focuses on improving communication skills within an organization. This may include but is not limited to the following topics:

- Clear Team Communication
- Empathic Listening

Additionally, faculty should include curriculum that focuses on improving communication with the broader community. This may include but is not limited to the following topics:

- Media Outreach
- Public Health Messaging
- Utilizing Providers as Trusted Messengers

Developing New Leaders

Under this content area, faculty should include curriculum that focuses on building the next generation of HC and PH leaders. This may include but is not limited to the following topics:

- Coaching and Mentoring
- Staff Empowerment
- Leadership Development Plans

Furthermore, CHAMPS will prioritize proposals that effectively address the above content areas with one or more of the following Justice, Equity, Diversity, and Inclusion (JEDI) supporting themes in mind:

- Power-Sharing is a necessary skill for the leaders of tomorrow
- Culture is a critical aspect of leadership
- Systems thinking is essential for leading change on complex public health problems

Systems-Thinking Best and Promising Practices

In addition to developing leadership skills, CHAMPS wishes to include best and promising practices for PH and HC collaboration. For example, a health center and health department complete one community needs assessment and develop a community health improvement plan that takes both organizations into account. Or smaller projects that consider the other partner, for example a public health department sharing evaluated public health messages with health center providers. CHAMPS would like to see community-based examples like these shared as part of the training to highlight the strengths of public health and primary care and to help cohort members consider ideas for a final project.

Final Project

CHAMPS would like to see a project deliverable due at the end of the training. This would include a plan for a project that the participant intends to implement at their own organization or with a community partner based on the skills learned during the training. Exact assignment and project timelines are flexible. It is possible that successful projects can be shared with the cohort at a future event.

Budget

Proposals must include a comprehensive budget based on the ideal methodology and process used to meet the desired services, scope of training, and deliverables for the proposed training engagement. Budget negotiations may occur.

Information Requested

Proposals must be submitted via email to Jen@CHAMPSonline.org by Wednesday, March 13, 2024.

Incomplete proposals will not be considered. Please limit proposals to five pages, not including resumes.

Proposals must contain the items below:

- Contact Information
- Name/Description of Organization
- Capability Statement
- Description of experience with health centers, public health departments, and/or related organizations
- Past Work Evaluations and/or References
- Description of Proposed Training (Course Structure, Methodology, Curriculum, etc.)
- Proposed Budget
- Resume(s) (not included in page limit)

Please reach out to CHAMPS Clinical Quality Improvement Director, Jen Anderson at Jen@CHAMPSonline.org with any questions.