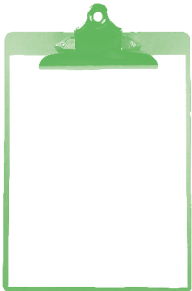




Checklist: Developing Leadership Support for Change



Ensuring that health department leaders are engaged in and understand modernization is a critical step in change. This checklist includes items that local health departments may consider as they take initial steps in public health modernization. It includes items that are good practices for change management and is primarily intended for internal (inside the health department) use.

- ☐ The Local Health Department has established a modernization leadership team comprised of the LHD administrator and some or all senior staff. The leadership team can be very small (2 to 3 people) or larger (up to 15) based on the size of the health department.
- ☐ The leadership team meets regularly (at least bi-monthly) and discusses state and local plans around public health modernization. Discussion includes opportunities to share thoughts and feelings about how modernization will affect both the staff and the work of the health department.
- ☐ The leadership team has reviewed the Public Health Modernization Manual (July 2016).
- ☐ The leadership team has reviewed the Statewide Public Health Modernization Plan.
- ☐ The leadership team has collectively reviewed the county level 2016 Public Health Modernization Assessment Report(s) modernization assessment.
- ☐ The leadership team has specific tasks related to building support among other leaders and communicating directly with stakeholders.
- ☐ The leadership team has reviewed and discussed connections between public health modernization and public health accreditation.
- ☐ The leadership team is confident in their ability to effectively communicate about the key components of public health modernization and support modernization discussions with department staff and partners.
- ☐ The leadership team has developed a plan for supporting all health department staff embarking on local public health modernization efforts. (see Step 1, Critical Strategy 2: Check list: Engaging Staff & Managing Change)
- ☐ The leadership team has reviewed the CLHO Public Health Modernization Roadmap.
- ☐ The leadership team has reviewed change management tools in CLHO Public Health Modernization Roadmap.
- ☐ The leadership team has a clear understanding of the communication plan (see Step 1, Critical Strategy 2: Plan communications).