



# ACMHA News

**Save the  
Date:  
2009**

**Santa Fe  
Summit  
March 12-14**

## ACMHA Announces Call for Nominations for Four Annual Awards

ACMHA is currently accepting nominations for four awards. The nomination deadline is December 20, 2008. The nomination form is available at [www.acmha.org](http://www.acmha.org) or from the ACMHA office. Completed forms may be submitted by email ([executive.director@acmha.org](mailto:executive.director@acmha.org)) or fax (505-822-5068).

### Walter Barton Award

The Walter Barton Distinguished Fellow award honors an ACMHA member who has made outstanding, sustained contributions to the College and to the field of behavioral health.

The award is made in honor of Dr. Walter Barton, long-time medical director of the American Psychiatric Association

and ACMHA co-founder.

### Timothy Coakley Award

The Timothy J. Coakley Behavioral Health Leadership Award honors consumers and family members who have demonstrated leadership in advancing the role of consumers and family members. The award is open to ACMHA members and non-members.

For 25 years, Tim Coakley was an outstanding leader and advocate in the behavioral health field.

### King Davis Award

The King Davis Award for Emerging Leadership in Promoting Diversity and Reducing Disparities recognizes emerging leaders who have made a direct impact on the quality of care or access to care for populations of color at the

local, state, or national level. The award is open to ACMHA members and non-members.

This new award is made in honor of Dr. King Davis, social work professor at the University of Texas at Austin and former ACMHA board member, for his exceptional contributions to the field.

### Saul Feldman Award

The Saul Feldman Award for Lifetime Achievement honors an individual — an ACMHA member or non-member — who has made sustained, significant contributions to mental health and addiction recovery policy.

The award is given in honor of Saul Feldman, DPA, CEO Emeritus of United Behavioral Health, and former president and co-founder of the College.

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## 2009 Santa Fe Summit to Focus on Health & Wellness

When we gather in Santa Fe on March 12-14, 2009, for the annual ACMHA Summit, our focus will be on health and wellness. Why this topic? Why now?

We face an increasingly fragile economy. With scarce resources, we are challenged to address the ever-growing health needs of all Americans. In this uncertain climate, we

must rethink and reform what we have and do.

Broadening our field's focus on illness to include health and wellness holds great potential for improving Americans' overall health, eliminating the early mortality gap in people with severe mental disorders, and reducing health care costs.

Now is the time to determine how to reshape

our systems to make prevention and wellness a central focus.

As behavioral health specialists what do we need to know and do to lead this transition? What barriers need to be overcome? What solutions do we have that can transform the health care system?

Join your colleagues at the 2009 Summit in

generating solutions that will reform our systems of care. Together, let's rethink what health care is, how it should be provided, and who controls it.

Come listen, share, and engage in peer learning opportunities to create solutions for better health for everyone.

For more information, visit the ACMHA website: [www.acma.org](http://www.acma.org).

# Promoting Leadership and Quality: ACMHA's LENS and Mentoring Initiatives

Kathy Sternbach, MEd, MBA, Communications Committee

ACMHA's Leadership Excellence Networks (LENS) and Mentorship Programs provide exciting opportunities for members and their organizations to participate in leadership development.

LENS, offered in partnership with the National Center for Healthcare Leadership, focuses on assisting organizations to develop leadership skills and competencies.

The Mentorship Program pairs an individual learner with a more experienced leader and offers a structure for learners and mentors to consider leadership goals.

## The Leadership Initiatives' Foundation

The annual Santa Fe Summit offers the opportunity for leaders and emerging leaders to engage in stimulating discussion, share experiences, and learn from each other. The knowledge developed at the Summits, its positive impact on the behavioral health care field, and the spirit of renewal gained through our collaboration prompted ACMHA to identify ways to continue the work of the Summit throughout the year. ACMHA put ideas into action by initiating and sponsoring the LENS and Mentorship programs.

As a mentor during the initial year of the program, my assigned learner and I continue as a mentoring team in our second year. His organization also participates in LENS, thus we had first-hand experience in understanding the benefits of both programs. Our positive experience is echoed by members below and highlights ACMHA's pivotal role in developing and supporting leaders and emerging leaders.

## The LENS Program

**Michael Boyle**, President/CEO of Fayette Companies in Illinois leads one of the organizations participating in LENS. Mike reports that LENS uses specific research-based best practice behaviors of individuals and organizations as the foundation for evaluating leadership capacity and development

plans.

Through detailed feedback to individuals, analysis of the organizational climate, and human resource alignment surveys, Fayette is in the process of implementing individual plans for personal improvement and an organizational leadership development plan for the leadership team. Most importantly, a "coach" analyzes the feedback from the surveys and works with individuals and the executive team to develop the plans and foster momentum for change.

In Mike's words, "To use the *Good to Great* metaphor, this project has gotten the flywheel of leadership change turning at Fayette and it will continue to spin faster. I greatly appreciate ACMHA allowing us to be part of this transformation process."

The LENS program will be evaluated during 2009, with the results to be used in planning future activities.

## The Mentor Program – Learners' Perspectives

Now in its second year, ACMHA's mentoring program pairs mentors and learners who meet regularly by conference call or in person (as location allows).

**Stephanie Oprendek** discusses her experience as a learner in the mentoring program: "Daily work and pressures often consume a great deal of time and energy and make it difficult to aspire beyond what is directly in front of us. Yet, with the semi-structured format of the ACMHA mentorship program, I have finally been able to dedicate time to focus on some of my leadership interests and ambitions. In the past seven months, I have experienced the ACMHA mentoring program as a catalyst for creative and action-oriented thinking; this type of thinking is necessary if we are to advance the behavioral healthcare field and promote a healthcare reform agenda inclusive of behavioral health.

"Face-to-face interactions and phone calls with my mentor have helped me recognize and articulate

project goals and how to reach them. Conference calls with the entire group of mentorship dyads have created a feeling of solidarity and have promoted insights that have been very useful. These calls provide opportunities for learners and mentors to share general experiences as well as to discuss specialized topics around leadership and self-awareness. I have been very impressed with the leadership exemplified by the ACMHA mentors – their ability to blend science and philosophy, the down-to-earth nature with which they address issues, and the way they model professionalism.

"It has been a great pleasure for me to be part of this program. At some point in the future it would be an honor for me to participate as a mentor, to support the enthusiasm and commitment of another emerging ACMHA leader."

**Clare Miller** offered the feedback that the program was actually one of the primary reasons she joined ACMHA: "It has proven to be a valuable professional and personal experience for me. The program has afforded me the opportunity to grow and learn from my mentor, who generously shares time, expertise, and wisdom. I strongly encourage other young professionals to take advantage of this program next year!"

**Janie E. Bailey** emphasized the importance of her mentor listening to her as well as being an advisor: "It is amazing how just talking to my mentor helps me clarify some of the issues that I am facing and all while learning about myself and others in relation to the Myers-Briggs assessment tool that we used this year. The ability to talk and share similar concerns with the other 'learners' is also helpful and supportive."

**Michael Lewis** discussed the importance of forming a quality relationship and its results: "Being a learner in the mentorship program was a powerful experience for me. My mentor shared a wealth of knowledge from his experience and helped me to see

## Group Addresses the Diversity of the Field and ACMHA

The Diversity Interest Group was formed earlier this year at the 2008 Summit in Santa Fe following a discussion of how to increase the diversity of the organization's membership. Members of underrepresented ethnicity and sexual orientation groups voiced the desire to make ACMHA a more welcoming place for people of different cultures and backgrounds.

Those gathered formed the Diversity Interest Group to serve as a re-

source to ACMHA on issues of diversity and inclusion across the College's activities.

The interest group is also working to identify ways to broaden the discussion of health disparities in the behavioral health field and to attract more people of minority status to leadership positions in behavioral health.

ACMHA board members Arthur Evans and Ellen Grant co-chair the

interest group, which holds monthly conference calls on these critical issues. The Diversity Interest Group's meetings are held the last Thursday of each month from 3:00–4:00 p.m. Eastern time. The group is open to all ACMHA members. People of all cultures and backgrounds are welcome.

To join the group or to learn more, please contact Executive Director **Kris Ericson** at: [executive.director@acmha.org](mailto:executive.director@acmha.org).

## Networking Opportunities Between Summits

Chances are you joined ACMHA for the valuable networking opportunities it offers. Summit only comes once a year, but you can stay in touch with ACMHA colleagues between Sum-

mits through the College listserv.

To join the list, send an email to: [acmhamemberslist-subscribe@acmha.org](mailto:acmhamemberslist-subscribe@acmha.org).

Is there a news item, event, or resource that would be of in-

terest to the membership? Post a message to the listserv!

To send a message to the list, simply email it to: [acmhamemberslist@acmha.org](mailto:acmhamemberslist@acmha.org).

## LENS and Mentoring Initiatives

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alternative ways of handling different situations. His encouragement to reach for possibilities that were bigger than my initial thoughts aided me to expand my vision for myself as a leader and gave me motivation to make those things happen. We were both committed to forming a quality relationship, which still goes on even though our involvement in the program has ended."

### ACMHA Mentors Weigh In

ACMHA's mentors appreciate the program as well, agreeing that mentors learn as much as the learners.

**Dick Dougherty** reports: "The ACMHA Mentorship program has provided me with a unique opportunity to support, coach, and also learn from the challenges and opportunities facing an emerging leader in behavioral healthcare. What has been particularly special has been the dialogue among mentors and learners in our quarterly calls - focusing on discussions about the intersection of management, leadership, and our personal learning styles."

**John Morris** expressed his pride in the ACMHA mentor program and described his experience as a mentor: "My participation as a mentor has been an unalloyed pleasure. This program fills a critical gap in the behavioral health workforce development field. The work of The Annapolis Coalition on the Behavioral Health Workforce has highlighted the terrible shortage of attention to leadership development in the nation, and the ACMHA mentor program is exactly the sort of organized, intentional effort that we need to provide supports for the emerging leaders of our field."

**Charles Ray** discussed the value of the mentoring program. "I've benefited from mentoring in my life- having had supervisors taking interest in my growth as a manager and in developing leadership qualities. Fewer and fewer emerging leaders have the opportunity to work with mentors, given the demands of the workplace and rapid movement among positions. I became a mentor because I want to give back.

"A particularly helpful tool used in the program is the Myers-Briggs assessment. It is an excellent way to learn about each others' skills and to develop effective teams."

**Ron Manderscheid** describes the mentoring experience as "a wonderful way for mentors and young leaders to get in touch with the latest management and career development strategies. The mentor program provides an excellent opportunity to become engaged in a small group that can provide non-threatening career advice and counsel. Our field needs to offer such opportunities. I recommend the ACMHA Program highly."

The 2009 Mentorship class will kick off at this year's Santa Fe Summit. Following the 2009 Summit, ACMHA will be accepting applications for the 2010 Mentorship class, for both learners and mentors, and will solicit volunteers to serve as co-facilitators for the class.

Look for the announcement on ACMHA's web site and through the listserv and newsletter.

## American College of Mental Health Administration



### *From Controversy to Consensus...*

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## About ACMHA

Founded in 1979, the American College of Mental Health Administration has nearly 30 years of experience in serving as the "brain trust" of the behavioral health field.

For more information,  
please visit the ACMHA web site at  
[www.acmha.org](http://www.acmha.org).

## Want to Learn More or Get Involved?

Are you interested in learning more about or getting involved in ACMHA's activities?

The College web site now has up-to-date information about ACMHA's various committees.

The committees are open to all members and are powered entirely by member volunteers. ACMHA's work is done almost entirely done through members' generous contributions of time and expertise.

To find out who is on the com-

mittees, what they are working on, and when they meet:

- 1) Click the "For Members" link on the left side of the ACMHA home page: [www.acmha.org](http://www.acmha.org).
- 2) On the left side of the screen, click on any of the committees listed to learn more.

If you see a committee you'd like to learn more about or join, simply email the chair listed.

Committee participation is a great way to get involved in ACMHA!

## Getting to Know an ACMHA Member:

**Fred Fowler, EdD, Manager, Behavioral Health Special Projects  
Allegheny Co. Department of Human Services, Pittsburgh, PA**

### **Tell us a little bit about yourself.**

My duties here with the Allegheny County government can only be characterized as administrative. I'm doing things I never imagined I'd do when I entered the field over 30 years ago.

It may be the case that only another administrator can grasp the variety and necessity of the many tasks of a position like mine, which may seem torturously mundane to colleagues who see themselves as more "artsy."

I live in a residential neighborhood in Pittsburgh – a unique place that claims many "firsts." One that may surprise you is that the first oil refinery in the Western Hemisphere was located in what is now the middle of downtown. We also have more steps than Cincinnati and San Francisco combined and more bridges

per capita than any other city anywhere.

**ACMHA draws leaders from throughout the behavioral health field. What made you decide to become a member?**

A friend and colleague recommended the Summit in 2001 and membership seemed the way to go since it includes a registration discount

My job duties are challenging and, as I looked into the organization, I hoped ACMHA would give me the opportunity to learn from others who'd faced and overcome similar challenges or who were struggling with the same issues I was.

As a member I have found genuine fellowship. The Summit keeps me coming back, but the networking in between is invaluable.

**The behavioral health field has changed a great deal since ACMHA formed almost 30 years ago. What do you consider the most important innovation of the past 30 years and what is the field's greatest challenge at present?**

The Family Movement is the most profoundly affecting and most deeply transformative and innovative development in the field in that I have seen in my 37-year career. The consumer/survivor movement is making up ground and creating major change as well.

Our greatest challenge now, in the midst of spectacular progress in basic and multi-disciplinary science, is to better grasp a public health model that will facilitate our learning what preventative interventions are most helpful for whom and when.