

## ABOUT ACMHA

ACMHA: The College for Behavioral Health Leadership is widely recognized for the experience and diversity of its membership base in addressing pressing issues in behavioral health-care and developing consensus to establish a shared vision for the field.

Founded in 1979, ACMHA has 30 years of experience in serving as the “brain trust” of the behavioral health profession and providing peer-to-peer venues, expanding leadership development, and promoting best practices in the field. As a solution provider, ACMHA’s unique mission focuses on leadership, service, and education within the profession.

ACMHA fills a critical role in the field by convening diverse leaders concerned with mental health and substance use from across systems to identify and address existing controversy, support emerging consensus, promote best practices, broker ideas that contribute to the evolution of behavioral health, and promote leadership development and succession.

### *Program Support and Expectations*

- ACMHA hosts will host a kick-off call with mentor/learner pairs on **March 18, 2010** to offer a framework for the learning contract . Subsequent quarterly calls with the entire learning group are scheduled **quarterly**.
- Program leaders will offer an opportunity for mentors and learners to gather and meet during the 2010 Summit **March 24—26, 2010** in Santa Fe, NM. Mentors and learners are encouraged to attend the entire Summit, including the leadership forum the evening of March 23. Summit attendance is highly encouraged so that mentors and learners have the opportunity to meet face-to-face and form as a group prior to beginning virtual interactions. Summit attendees also benefit from sessions focused on mentorship and leadership where previous groups share experiences and lessons learned.
- Mentors and learners commit to meeting by telephone at least **once per month** during the program. A learning contract is completed within the first month. Additional calls and e-mail exchanges are encouraged to enhance the experience. The Summit is also an opportunity for the group to develop focal topics for quarterly group conference calls.
- Topics of focus in the learning contract are at the discretion of the learner and mentor. Past learners have focused on ethics, system navigation challenges, clinician/consumer boundaries, and career choices and current professional roles in behavioral health services.
- Mentors help learners with a range of mentoring interventions/supports including helping to shift mental context, listening, verifying feelings, confronting negative intention, giving permission, and exploring options. Costs to participate include the commitment of time, telephone expenses, and, for those who attend the Santa Fe Summit, travel and registration fees.

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BEHAVIORAL HEALTH LEADERSHIP

ACMHA The College for  
Behavioral Health  
CULTIVATING LEADERS  
FOSTERING INNOVATION Leadership

Emerging Leader Mentorship Program

# Emerging Leader Mentorship Program

The mental health and substance use field faces new trends and challenges with respect to parity, integration, and healthcare reform. Leadership development is a critical tool to meet the changing landscape. Future leaders must be able to critically assess current management, policy, treatment, and service delivery to make recommendations for future growth and alignment of care, assuring that people who need behavioral health services can get them.

To prepare emerging leaders attention must be paid to issues of diversity and assuring that the workforce, specifically managers and leaders, reflects the growing diversity of our communities. ACMHA is committed to principles of equity, cultural competence, inclusion, and opportunity.

Emerging mental health and substance use leaders who have an interest in administration and leadership are encouraged to partner in a unique year-long mentoring experience through the ACMHA Mentorship Program.

## Mentoring Approach

The College employs a unique approach to mentoring, using telephone conferences and e-mail as the primary communication during the experience. This approach assures that mentors and learners are not restricted by geography. Mentors and learners commit to quarterly telephone calls with all learning pairs in the program in addition to regularly scheduled communication between the mentor and learner at least monthly. ACMHA leaders provide a framework to assist participants to develop a learning contract. Learning partners have the opportunity to meet each year at the ACMHA Summit held in March.

Mentors for the ACMHA program are leaders who are active members of the College. The College is comprised of mental health and substance use leaders who work in areas of policy, research, practice, and leadership. ACMHA believes that leadership development is critical in navigating the future of behavioral health. Members have embraced the challenge to contribute to the development of emerging leaders and stepped forward to participate. Previous learners have

expressed that ACMHA mentors have been knowledgeable, dependable resources who have provided guidance through challenges, and that the mentorship experience as a whole enriched them as professionals.

Individuals who identify as emerging leaders that are interesting in a mentor partnership with an experienced professional should review program expectations and dates on the back of this brochure and complete and return an application by **February 1, 2010**.

If you have questions about the program or the application process, please contact Dr. Kris Ericson, ACMHA executive director.

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