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Pacific progress: leveraging collaborative strategy, leadership, and evaluation

BY PHIG PARTNERS

astho™ NNPHI™ PHAB

SHAPING TOMORROW'S PUBLIC HEALTH TODAY.

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Your Team Today!

Sara E. Miller, MPA
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PHAB

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PHI/NNPHI

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ASTHO

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Julia Von Alexander, MPA
ASTHO

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Tell us about you!

Do not edit
How to change the design

Join at slido.com
#3727964

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How long have you been working on PHIG?

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Have you worked on any planning efforts in your jurisdiction?

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What plan(s)?

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Did you attend the PHIG convening in Guam in January 2024?

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Agenda

A. Lessons Learned & Best Practices
B. Tool Demonstration: Sequencing & Prioritization
C. Interactive Sequencing Exercise
D. Action Planning & Wrap-Up

Tools Around the Room

- Bicycle Rack
- Pens and Paper
- Toys
- Our Team!!

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Lessons Learned & Best Practices

Our work in the Pacific

January 2024

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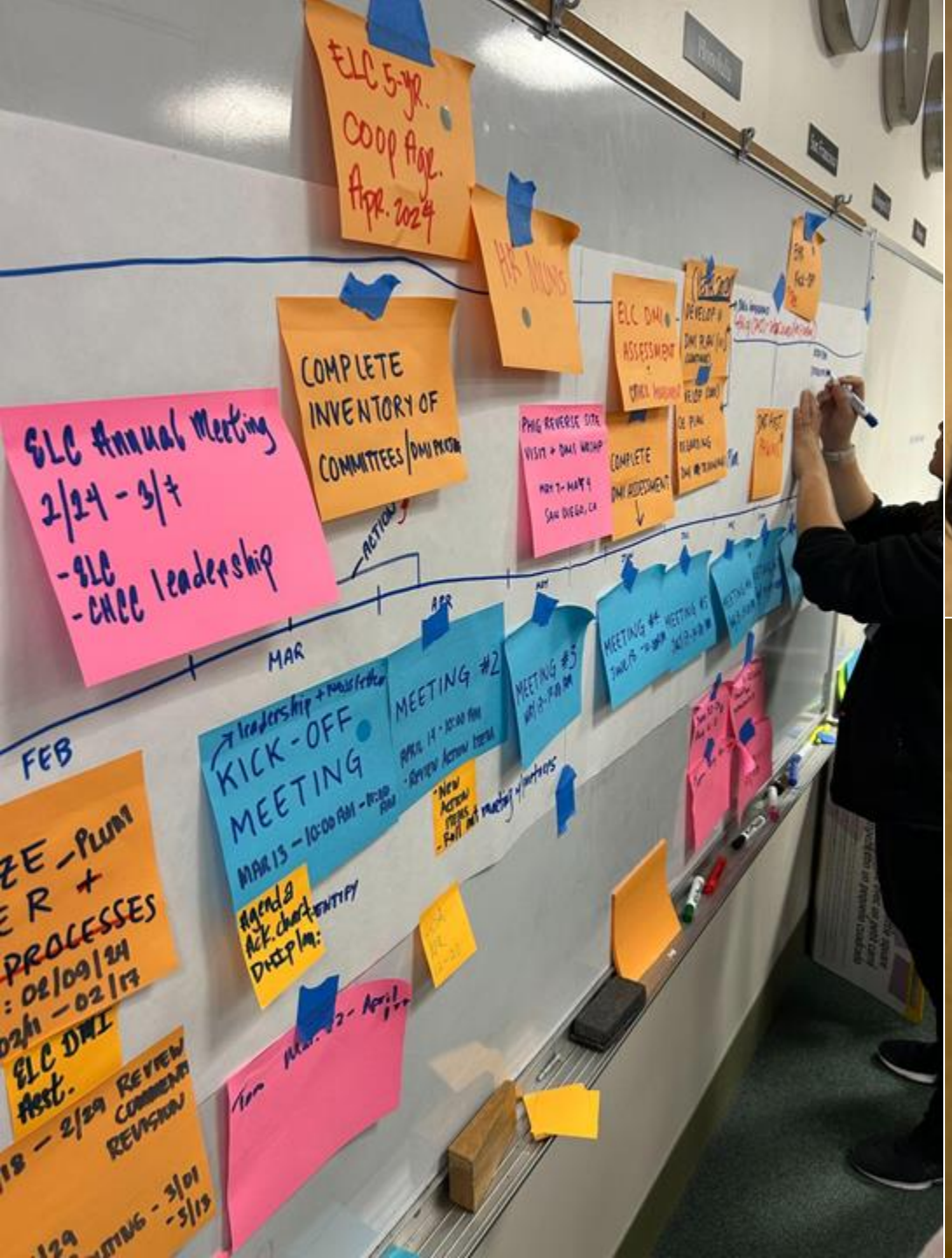
Our learnings from our time in the Pacific

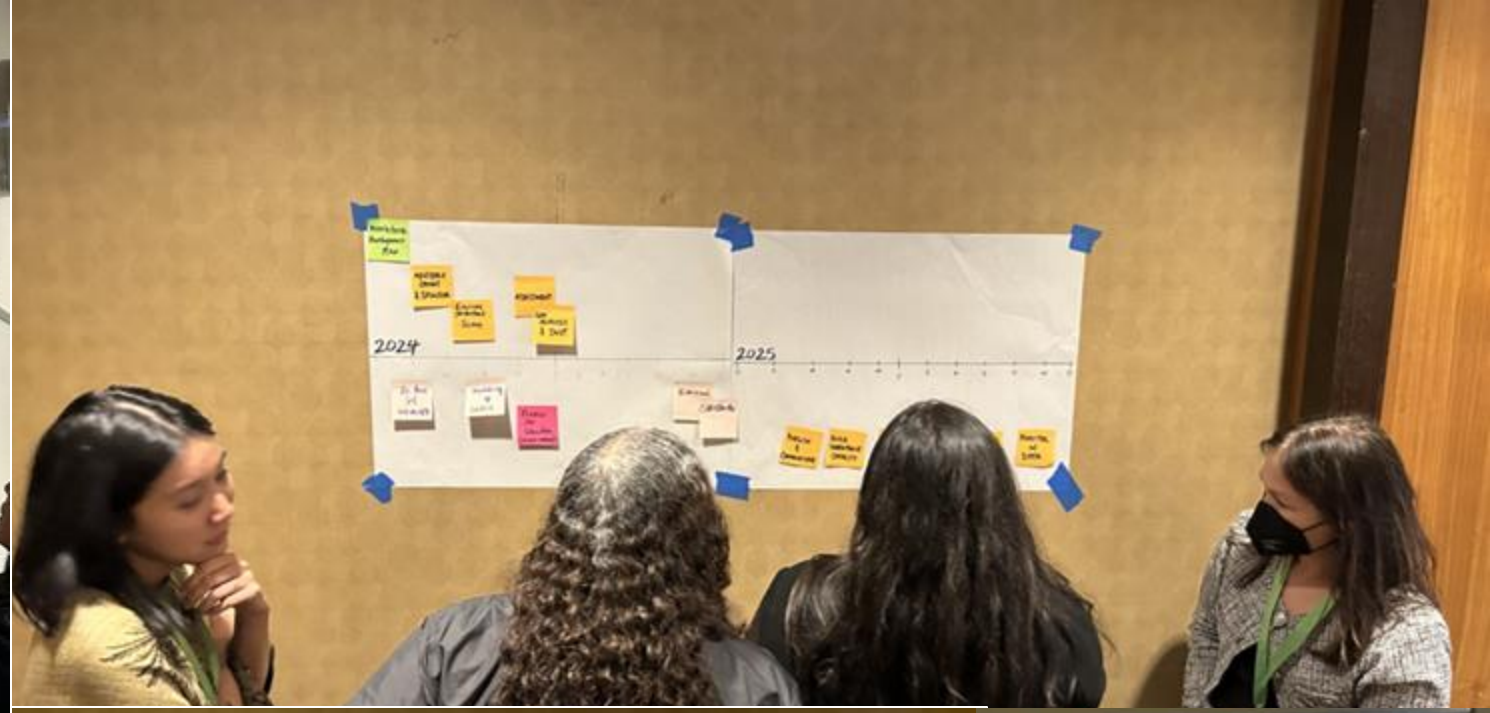
- Tailoring PHIG dollars to local priorities *and capacities* can be challenging
- Systems thinking requires “planning to plan”
- Work creatively to manage geographic and resource constraints in the USAPI
- For small health agencies, “if everything is a priority, nothing is a priority”

From Guam to St. Louis…

A highlight from the 2024 “Pacific PHIG Convening: Islands Workforce and DMI Summit”...

Sequencing!


ELC 5-YR. COOP AGR. APR. 2024
COMPLETE INVENTORY OF COMMITTEES/DMI PRACTICE
ELC Annual Meeting 2/24 - 3/7
-ELC
-CHCC leadership
ELC DMI ASSESSMENT
COMPLETE DMI ASSESSMENT
MAR
FEB
KICK-OFF MEETING
MEETING #2
MEETING #3
MEETING #4
Agenda
Ack. chart
Identify
DMI plan:
ELC DMI Asst.
REVIEW COMMENTS REVISION


2024
2025

GUAM
2024
2025

2024
2025

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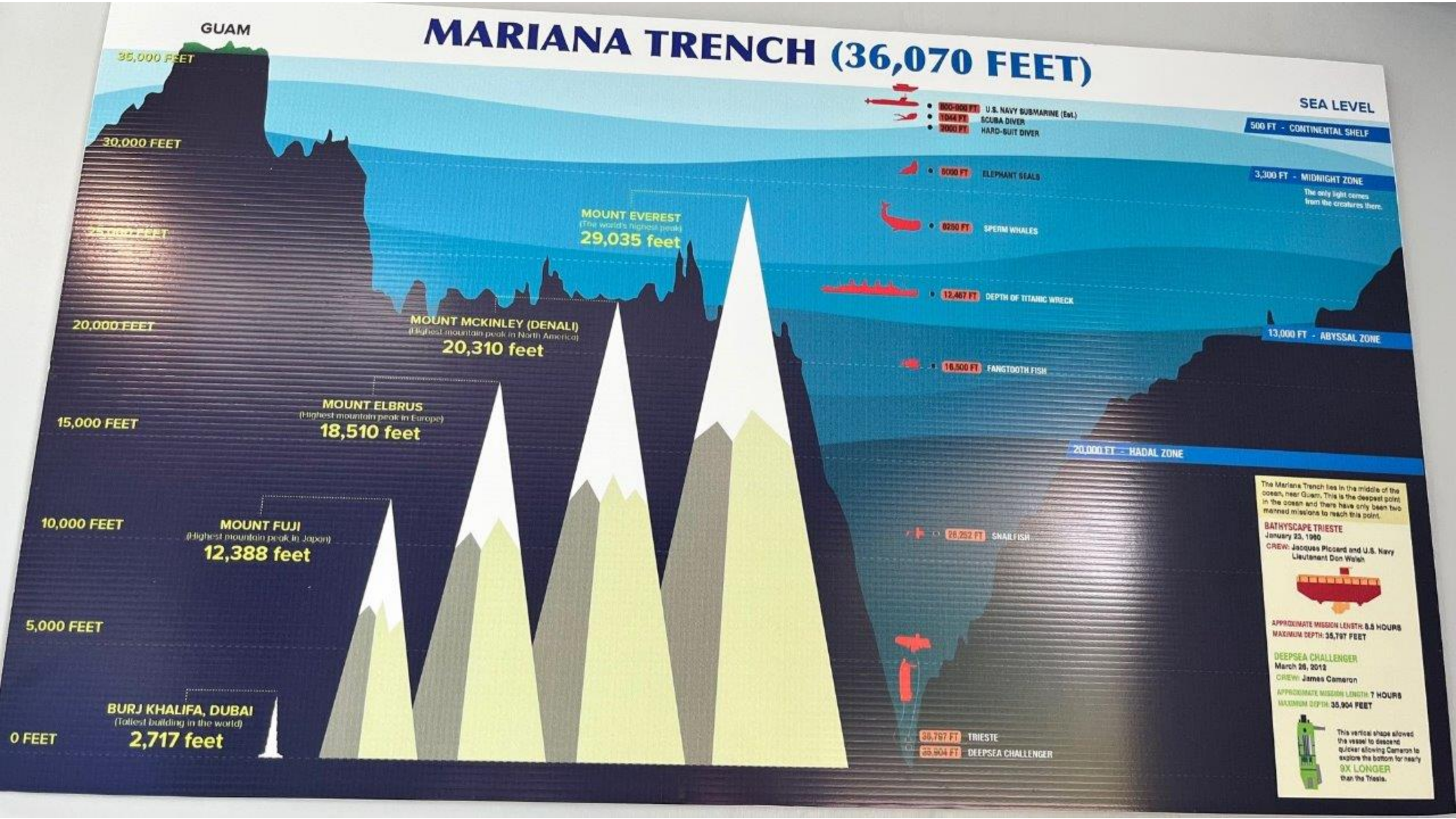
Tool Demonstration: Sequencing & Prioritization


MARIANA TRENCH (36,070 FEET)
GUAM
35,000 FEET
30,000 FEET
25,000 FEET
20,000 FEET
15,000 FEET
10,000 FEET
5,000 FEET
0 FEET
SEA LEVEL
500 FT - CONTINENTAL SHELF
3,300 FT - MIDNIGHT ZONE
The only light comes from the creatures there.
13,000 FT - ABYSSAL ZONE
20,000 FT - HADAL ZONE
U.S. NAVY SUBMARINE (Est.)
SCUBA DIVER
HARD-SUIT DIVER
ELEPHANT SEALS
SPERM WHALES
12,467 FT DEPTH OF TITANIC WRECK
16,500 FT FANGTOOTH FISH
26,252 FT SNAILFISH
36,797 FT TRIESTE
35,904 FT DEEPSEA CHALLENGER
MOUNT EVEREST
(The world's highest peak)
29,035 feet
MOUNT MCKINLEY (DENALI)
(Highest mountain peak in North America)
20,310 feet
MOUNT ELBRUS
(Highest mountain peak in Europe)
18,510 feet
MOUNT FUJI
(Highest mountain peak in Japan)
12,388 feet
BURJ KHALIFA, DUBAI
(Tallest building in the world)
2,717 feet
The Mariana Trench lies in the middle of the ocean, near Guam. This is the deepest point in the ocean and there have only been two manned missions to reach this point.
BATHYSCAPE TRIESTE
January 23, 1960
CREW: Jacques Piccard and U.S. Navy Lieutenant Don Walsh
APPROXIMATE MISSION LENGTH: 8.5 HOURS
MAXIMUM DEPTH: 35,797 FEET
DEEPSEA CHALLENGER
March 26, 2012
CREW: James Cameron
APPROXIMATE MISSION LENGTH: 7 HOURS
MAXIMUM DEPTH: 35,904 FEET
This vertical shape allowed the vessel to descend quicker allowing Cameron to explore the bottom for nearly
9X LONGER
than the Trieste.

Today < > **January 24 - 30, 2021**

Washington, D.C. · Today 52° F / 34° F · Tomorrow 59° F / 42° F · Thursday 52° F / 36° F · Week

	Sunday 24	Monday 25	Tuesday 26	Wednesday 27	Thursday 28	Friday 29	Saturday 30
7 AM			OTS				
8 AM	Vaccine Go-Live Team; Microsoft Tear	IZ Team Meetings; Microsoft Teams M Winooski COVID Huddle; https://zoor	IZ Team Meetings; Microsoft Teams M	Spfld Moderna; Microsoft Teams Meetin How to relay to ve Winooski COVI	IZ Team Meetings; Microsoft Teams M Gifford-Spring; Microsoft Teams Meetin	Winooski COVID Huddle; https://zoor	
9 AM		SEOC/HOC Briefing; Microsoft Teams Me	HOC Briefing Microsoft Teams M Ho, Lauren VDH public hea	SEOC/HOC Briefing; Microsoft Teams Me Training/communication for next ph	HOC Briefing Microsoft Teams M Ho, Lauren VDH public hea	SEOC/HOC Briefing; Microsoft Teams Me Planning for Weather Closure of PODs;	
10 AM		Depot to PODs Week 1; Microsoft Teams	Ops Section Brancl Microsoft Teams M Dubie, Chels Vax allocation cha	Allocation chat; Microsoft Teams Meetin Jessie's Role - Vacc Check in with LRH	Federal Vaccine Support Call - Vermont https://fema.zoomgov.com/j/1600082623 Martuscello, Emily	Thawed Pfizer POD; Microsoft Teams Me	
11 AM	Huddle re: moving MDV; Microsoft Tear	Huddle pre TVRS/ADS hospital vaccine a Use of Open Vax Doses; Microsoft Te	LTC touch base; Microsoft Teams Mee Vaccine Task Team Microsoft Teams M Samuelson, Jenn	Data Team Mtg; Microsoft Teams Mee Vaccine Task Team Microsoft Teams Meeting Samuelson, Jenney	Moderna POD's hu LTC touch base; M Vaccine Task Team Microsoft Teams Meeting Samuelson, Jenney	2/2 DOC registrations; Microsoft Teams I Vaccine Task Team Microsoft Teams M Samuelson, Jenn	
12 PM		Discuss week 6 scheduling; Microsoft Te Vaccine vendor me Microsoft Teams M Livingston, Shayla Providing informa	COVID-19 Vaccine Microsoft Teams M Livingston, Shayla	Lunch; Microsoft T Springfield Hospit		Winooski Equity V Vaccine Implemen Microsoft Teams M Dougherty, Kell	
1 PM		Vaccine Clinic Contract Review; Microsof	Community locations for vaccine registr follow-up from meeting; Microsoft Tean	Vaccine: Data / IT Workstream Microsoft Teams Meeting McClure, Kristin	VDH COVID-19 Vaccine Weekly Office Connect re: UVMMC ; Microsoft Teams M	Allocation Microsoft Teams Meeting Dorf, Lee	
2 PM		Vax Check In; Microsoft Teams Meeting; HC Vendor Accounts and Schedule; Mic	Vax Operations Huddle Microsoft Teams Meeting; Arel, Julie	POD Hot Wash Microsoft Teams M Werner, Laura Springfield; Micro	Vax Operations Huddle Microsoft Teams Meeting; Arel, Julie	Vax Operations Hu Microsoft Teams pharmacy data, LT	
3 PM	DOC Microsoft Teams Meeting Westermann, Heidi	Draft scenarios for 6th dose Pfizer chang Communication about delivery dates; M	STANDBY POLICY FQHC RFP Clinic Training; Microsoft Tea	Planning Microsoft Teams M Westermann, Heid allocation mixer; M Process for Creatir	FW: Office Hours: COVID-19 Supplement Microsoft Teams Meeting Crawford, Nathan E. (CDC/DDID/NCIR	POD Buffer strategy; Microsoft Teams M	
4 PM	Call Center Team afternoon check in; M		Advisory Committee Planning; Microsof Allocation f/u; Microsoft Teams Meeting	Equity POD; Microsoft Teams Meeting; K	vax huddle; Microsoft Teams Meeting; V	POD guidance ; Microsoft Teams Mee	
5 PM							
6 PM							

DRAFT

DMI Planning

High-level planning timeline 2023-2024

DMI PHIG Team

Assessment Part 1

- Review current state and **existing PH systems**
- Gather **environmental scan** information in one place
- Onboard consultant(s)

Regional PHIG DMI convening

- Assess capacity and funding mechanisms to support DMI strategies
- Finalize (publish) the DMI Plan
- convene strategic priority leads in a series of workshops to **develop detailed workplans**
- Report on PHIG activities in alignment DMI plan

Sept | Oct | Nov | Dec | Jan | Feb | Mar | April | May | June | July | Aug

Phase 1 - Prepare | Phase 2 - Plan | Phase 3 - Implement

Advisory Council

Assessment Part 2

- Communicate DMI planning timeline with staff and partners; **convene a DMI Advisory Council**
- **Review scan results**; identify gaps; SWOT activity
- Brainstorm DMI strategies
- **Identify 3-5 strategic priorities** and activities needed to address them; develop a strategic map; identify strategic priority leads
- Monitor and revise DMI and implementation plans

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PHIG PARTNERS **2024**

Celebrate Successes

Workforce Development Plan

PHIG DMI Onboarding

Advisory Committee + Sponsor

Identify Priority Leads

Environ mental Scan

Gap Analysis + SWOT

Assessment

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Identify Priority Leads	Dr. Ann retires		Build Workforce Capacity	Gap Analysis + SWOT	Monitor with Data	Pandemic Plan completed					Assessment
Advisory Committee + Sponsor	BPI Training		Strategic Plan Completed	PHIG Mtg in San Diego		Typhoon season					Christmas
	New Employee Orientation Planning		Caitlin's wedding	Project Director on vacation							

DMI Plan

PHIG PARTNERS **2025**

Celebrate Successes

Workforce Development Plan

PHIG DMI Onboarding

Brainstorm Strategies

Prioritize Strategies

Publish + Communicate

Implementation Plans

Monitor with Data

Adjust + Revise Plans

Monitor with Data

Build Workforce Capacity

Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sept | Oct | Nov | Dec

Brainstorm Strategies

Prioritize Strategies

Succession and Transition Planning

Publish + Communicate

Monitor with Data

Celebrate Plan Development

Adjust + Revise Plans

Implementation Plans

DMI Plan

PHIG PARTNERS **2024**

The CNMI CHCC is requesting a facilitator to develop the CNMI DMI plan. If possible, we'd like for Heidi Westermann and Janet Hui to provide this onsite facilitation.

Accreditation PR video by PHAB target population 1) Leadership 2) Front line staff (November-April 2024)

PH WINS Data Collection Starts

Typhoon Season

CHA Data Analysis

Holiday Season

Q1 | Q2 | Q3 | Q4

Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sept | Oct | Nov | Dec

Est. CHA Committees January-On-site CHA Gonv.

Prioritize and select indicators health - Clara

Feedback to committees

Brainstorm Data Strategies

Assessment

Publish and CHA Communicate

CHA

On-Site Convenings CHA

Identify Data Priority leads

The CHCC Division of Public Health Services is seeking technical assistance for on-site supervision to facilitate strategic planning activities for the Division (October 2024)

CHP Plans Final

Financial and purchasing - needs

Venue and travel work

Adjust/ revise plans

CHP Prioritize Strategies

CHW Certification Program curriculum development on-site facilitation (July 2024-July 2025)

Advisory committee and sponsor

Request for on-site facilitation to develop the CNMI CHCC workforce development plan CMM on WFD Plan
Modify: PHAB-Met fewer-prior

The CNMI is requesting training on the following topics to strengthen/improve our recruitment and retention efforts: 1. Applicant Screening & Interviewing Methods; 2. Problem Solving & Workplace Ethics in the Public Health Settings; 3. Customer Service in Public Health Settings; 4. Sexual Harassment Prevention Organizational behaviors, modify: NNPHI: Otowi
For sustainability purposes and support these efforts throughout the life of the PHIG performance period and beyond, the CNMI is requesting a Train-the-trainer model for these topics. The CNMI is requesting these trainings be provided on site.

Key

=Priority TA

=Event

=TA Request

=Action Steps

STRETCH BREAK

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Interactive Sequencing Exercise

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Individual or Small Team Sequencing

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Sequencing Exercise (1/2)

You will spend the next few minutes:

- Mapping out upcoming PHIG activities
- Layering in non-PHIG milestones or initiatives in your agency
- Realistically assessing your PHIG capacity, priorities, and timelines

Step 1: Choose one PHIG workplan activity to focus on for this exercise (and if you have colleagues in the room, we recommend working together!)

- High level of familiarity (can you discuss the details? Associated TA requests? Staffing? Concerns? Priorities?)
- Complex environments encouraged (is the team short-staffed? Are there competing priorities? Are you worried about your ability to complete tasks on time?)

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Sequencing Exercise (2/2)

Supplies:

- Sticky notes

  Different colors for different types of events on your timeline
- Pens and markers
- Sequencing template

Speakers will roam the room; find us for questions!

Steps:

1. Draw your timeline (3 months? 6 months? 12 months?)
2. Using sticky notes, map out key PHIG activities– process milestones, deadlines. Include possible TA requests.
3. Using sticky notes, layer in other efforts that will impact PHIG work, e.g. other project work (milestones, deadlines), government-wide deadlines (budget season, reporting dates), agency initiatives (strategic planning), holidays and leave time, etc…
4. Assess your timeline: what needs to change?

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Reflections

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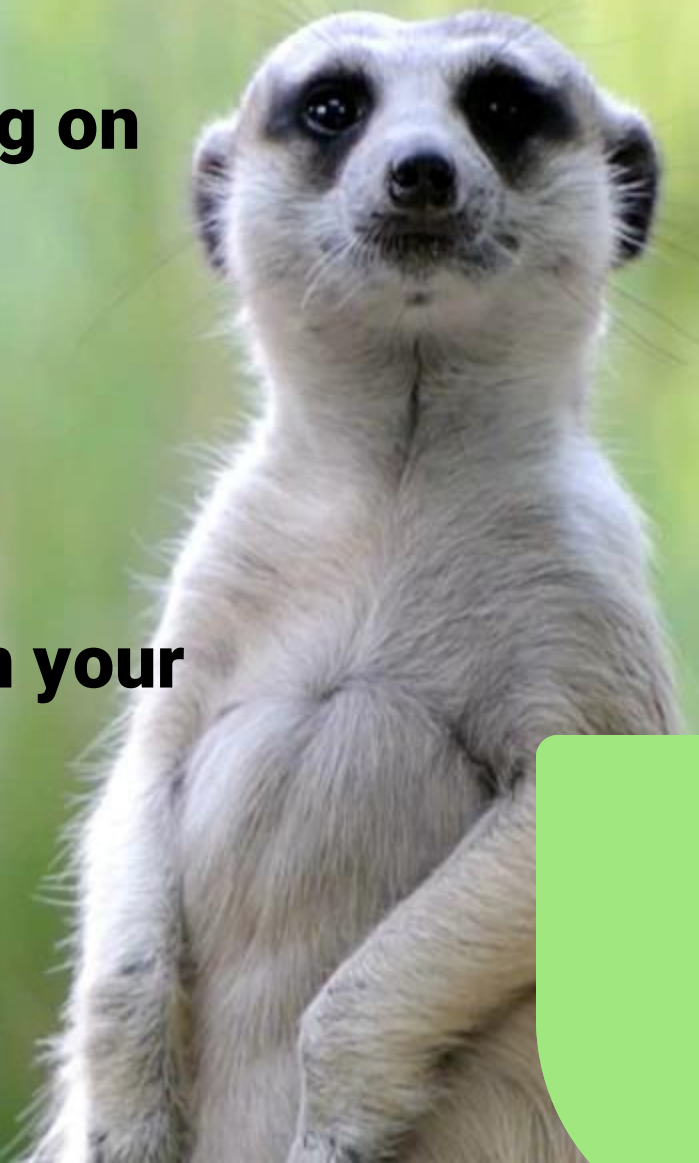
AT YOUR TABLE

Share what you did your sequencing on

- **What surprised you?**
- **Where did you get stuck?**
- **Would this tool benefit others on your team / agency?**
- **What TA do you need to move forward?**



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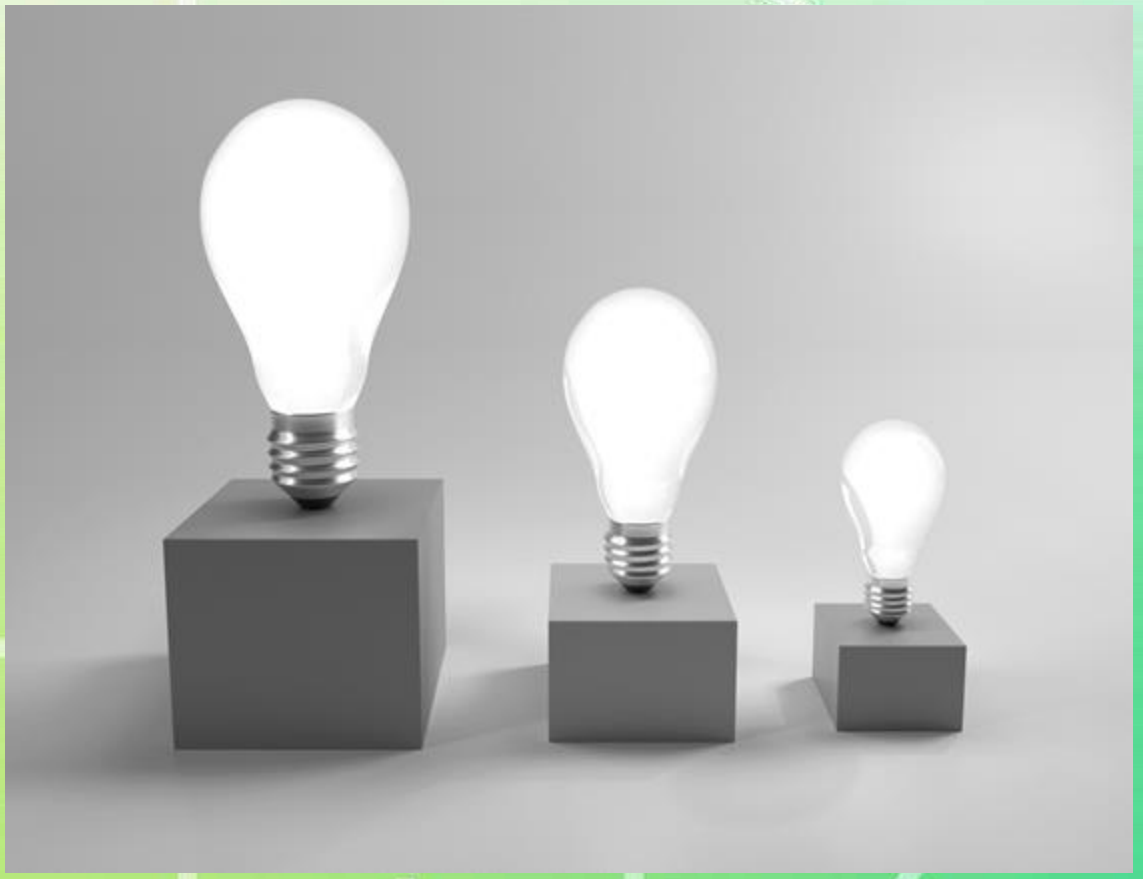

Group shareout

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Action Planning & Wrap-Up

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Key Takeaways

Sequencing can help you approach PHIG project work efficiently and collaboratively.

Use this sequencing exercise to realistically assess capacity and priorities.

Resources and templates are uploaded in the app.

Contact us for help with this exercise or complementary TA!

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Thank You!