



***Share your Expertise to Help Future Generations  
of Behavioral Healthcare Providers Advance their Careers  
and Strengthen New Jersey's System of Care!***

***Apply to Serve as a Coach in the New Jersey Mental Health Institute  
Leadership Academy for Behavioral Healthcare Professionals!***

The New Jersey Mental Health Institute (NJMHI) is pleased to announce a new opportunity for emerging leaders in the mental healthcare, substance use disorder (SUD) and intellectual/developmental disabilities (I/DD) services fields to build the management skills that their organizations and the entire field need, as well as the foundation for them to advance in their careers and succeed in future leadership positions. Your expertise and experience in a leadership role are needed to ensure the success of New Jersey's future behavioral healthcare leaders and the system's ongoing viability.

Your participation in this year-long program will also help improve staff retention at behavioral healthcare organizations and improve the quality and consistency of the services they provide. These benefits are especially critical as the behavioral healthcare field has been experiencing a workforce crisis and the demand for services continues to increase. This program helps address the crisis by encouraging staff to continue working at their organizations and prepare them for future leadership roles — positions that will enable them to further expand and strengthen their agencies and the entire behavioral health workforce while continuing their advancement in the field.

The Leadership Academy is open to mentees and mentors who are working (and, in the case of some mentors, have worked) in any aspects of the behavioral healthcare field (e.g., clinical, administrative, legal, human resources). It is also open to coaches in other industries whose different expertise and experience add to the value of this program.

NJMHI is a 501(c)(3) that the New Jersey Association of Mental Health and Addiction Agencies (NJAMHAA) established in 2000 to promote quality mental health and SUD treatment and support services and to fight stigma and discrimination. NJAMHAA is a statewide trade association representing 164 organizations that serve individuals in all of New Jersey's diverse communities who have mental illness, SUD, I/DD and/or other comorbidities, and their families. NJAMHAA's mission is to promote the value of its members as the highest quality behavioral

healthcare providers for the residents of New Jersey through advocacy and professional development.

### **How the Program Operates**

The program operates in 12-month cycles during which mentees from behavioral healthcare organizations are paired with mentors who are leaders in the behavioral healthcare field and coaches whose primary roles are leadership positions in other industries to provide a variety of expertise and perspectives to maximize mentees' success.

Each mentee will be assigned to one coach and one mentor. Mentees will coordinate directly with their assigned mentors and coaches to schedule sessions, and inform NJMHI of their activities and progress. It is recommended that each mentee work for one hour with the mentor and the coach each month throughout the 12-month program. These times can be divided into 30-minute sessions if the mentee, mentor and coach agree to such a structure. Each mentee, coach and mentor may also agree to work together for an additional amount of time during any month.

Each mentor and coach can have up to four mentees. The number of mentees will be a maximum of 20 for each 12-month cycle of the Leadership Academy.

Mentees will choose projects to complete during the program. These could be projects currently under way as part of their current positions or they could be new projects. Mentees will also complete pre- and post-evaluations of their knowledge, skills and future career potential.

### **Initial Process and Structure**

Each coach will need to complete an application to facilitate the assignment process.

Each selected coach will need to sign a formal agreement, as well as a release form to authorize NJMHI to use their feedback on the program in materials (e.g., on social media, the NJMHI website) to promote the program and recruit future cohorts.

For each cycle, NJMHI will:

- Pair mentees with mentors and coaches.
- Hold a launch meeting with all participants.
- Keep records of participants' activities and progress. The mentees, mentors and coaches are responsible for submitting this information.
- Coordinate three to four presentations for its Leadership Academy Speaker Series. Topics will include future business trends and will feature behavioral healthcare and management thought leaders. *Note: These presentations are for mentees, mentors and coaches to participate in to enhance their Academy experience and long-term benefits.*
- Each of these presentations will be immediately followed by discussion of mentees' progress and any questions and concerns the mentees, mentors and coaches may have.

**[continued]**

Each cohort will begin in September. Completed applications can be e-mailed by May 15<sup>th</sup> to Shauna Moses, Vice President, Public Affairs and Member Services, NJAMHAA, at smoses@njamhaa.org or mailed to the NJMHI Leadership Academy for Behavioral Healthcare Professionals at 3635 Quakerbridge Road, Suite 35, Mercerville, NJ 08619.

Please contact Shauna if you need additional information.

***Thank you for offering to contribute your time and expertise to strengthen individuals' careers and the state's behavioral healthcare system!***