



***Build your Skills to Advance your Career  
with the New Jersey Mental Health Institute  
Leadership Academy for Behavioral  
Healthcare Professionals!***

The New Jersey Mental Health Institute (NJMHI) is pleased to present a new opportunity for emerging leaders in the mental healthcare, substance use disorder (SUD) and intellectual/ disabilities services fields to advance in their careers and succeed as future leaders. In any role you currently have — clinical, administrative, information technology, legal, finance, human resources, etc. — and for any specific career goals you would like to work towards, the NJMHI Leadership Academy for Behavioral Healthcare Professionals is for you!

By participating in this year-long program, you will also contribute to your organizations' long-term sustainability and improve the quality and consistency of services to the individuals you and your colleagues serve.

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. NJMHI created the Leadership Academy to expand and strengthen the behavioral healthcare workforce as the number in the workforce has decreased while the demand for services continues to increase. This program supports this goal by encouraging you to continue working at your current organizations and preparing you for future leadership roles — positions that will enable you to further expand and strengthen the workforce while continuing your advancement in the field.

**How the Program Operates**

The program is operated in 12-month cycles during which mentees from behavioral healthcare organizations will be paired with mentors who are leaders in the 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 with the mentor for one hour each month and the coach for one hour 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.

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Each mentee will choose a project to complete during the program. This could be a project currently under way as part of yourr current position or it could be a new project. Mentees will also complete pre- and post-evaluations of their knowledge, skills and future career potential.

### **Initial Process and Structure**

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

Each mentee will also need to sign 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.

Each cohort will begin in September. For mentees, payment needs to be made by their organizations and submitted along with the applications. Checks can be made out to the New Jersey Mental Health Institute. All materials can be mailed by May 15<sup>th</sup> to the NJMHI Leadership Academy for Behavioral Healthcare Professionals at 3635 Quakerbridge Road, Suite 35, Mercerville, NJ 08619. For credit card payments, please contact Shauna Moses at smoses@njamhaa.org or 609-838-5488, ext. 204.

### Fee per Mentee to be Paid by their Employers

- Fee for NJAMHAA members: \$950
- Fee for nonmembers: \$3,000

**For additional information and to apply to participate as a mentee, please contact Shauna Moses, Vice President, Public Affairs and Member Services, NJAMHAA, at smoses@njamhaa.org.**