



NASTAD Leadership Development and Mentoring Initiatives

To support new AIDS directors, NASTAD conducts a two-day **Leadership Institute** for new AIDS directors (and/or new senior program managers) from state HIV/AIDS and viral hepatitis programs. Participants take time away to come together and discuss their challenges with more experienced peer faculty and develop a leadership development plan for themselves and their program.

“[The Institute] allowed me to connect with other AIDS directors and begin to imagine and reflect on challenges and concerns, and strategies to prepare for complex situations – policy, personnel, budget.”

In 2010, NASTAD piloted a new **Minority Leadership Program (MLP)** to provide a year-long set of concentrated learning opportunities and peer-based mentoring for fifteen junior to mid-level HIV/AIDS and viral hepatitis program staff from racial/ethnic minority communities who possess the potential and drive to become leaders within their health departments. NASTAD intends this program to improve the ability of participants to serve as leaders in their health department.

In addition to these concentrated leadership development activities, NASTAD supports **peer-based mentoring** for new program staff at the AIDS Director, program director and mid-level program staff in state health department HIV/AIDS and viral hepatitis programs. While the specific mechanisms to support this mentoring vary, depending on the needs of the mentee and their program responsibilities, the basic overall approach is to connect the new program staff with a more experienced colleague from another state for one-on-one connections and to be a sounding board on program and management issues.

Many of the in-person leadership and mentoring opportunities NASTAD supports are complimented by **distance-based learning** work via webinars, change projects, self-study and self assessments.

NASTAD's leadership development activities are grounded in peer-based experiences - participants are learning from their colleagues who sit in the same positions in other health departments and/or have become leaders within the state public health system and can make the learning and skills building concrete for participants based on their everyday experiences.