

### Why did the Paso del Norte Health Foundation create REALIZE?

Dramatic change is taking shape in health and human services. This evolution in the Paso del Norte region requires capable leadership. To guide these changes and in order to develop leadership within regional organizations, the Paso del Norte Health Foundation (the Health Foundation) created REALIZE. More than a program, REALIZE is an innovative leadership development experience that also fosters a network of leaders who are committed to improving health for the benefit of future generations.

### How do I nominate someone for REALIZE?

One can self-nominate or nominate another high-potential candidate. The nomination process is quick, simple, and only requires the nominee's name, contact information, and a brief rationale for the nomination. Please email the nomination to [REALIZE@pdnhf.org](mailto:REALIZE@pdnhf.org). Nominees will receive an application package by mail.

### What is in the application package?

Apart from contact information, the application itself is an exercise in reflecting upon one's own readiness for this intense leadership development experience. It will likely take nominees a few days to complete the package. The application package also has more information about REALIZE.

### What is part of the REALIZE Experience?

- Leadership assessment utilizing the REALIZE customized 360°
- Executive assessment instruments and inventory
- One-on-one executive coaching targeting individualized leadership goals based on a personalized leadership development plan
- Transformational off-site leadership experiences employing state-of-the-art methodology
- Books, articles, white papers, to engage cohort participants throughout the program
- Cohort Connects with world class leaders
- Opportunity to engage Board of Directors in cross-training
- Networking events with the current and past REALIZE cohort members and thought leaders
- Assessments to measure leadership growth
- Networking that strengthens the impact of the cohort and connects them with other community leaders

### What are the benefits of attending?

- Measurable growth and impact in individual leadership competencies, attributes, and capabilities
- Improved capacity to lead positive change within the sponsoring organization
- A personalized leadership development plan to drive long-term personal growth
- Exposure to new insights and perspectives through breakthrough experiences and reinforcement exercises
- Increased potential to serve in higher leadership positions
- Inclusion in a network of health and human service leaders who serve as vibrant community activists providing influence, ideas, and actions focused for the health of the region

### Who is eligible to be nominated or apply?

The REALIZE experience is created for high-potential candidates who are in current leadership roles. While executives from all agencies will be considered, REALIZE is most relevant for leaders who are at a significant point in their growth path and who represent agencies with an annual budget of at least \$500,000. REALIZE is offered in English and requires some travel outside the Paso del Norte region.

### Can I nominate a Board Member?

The REALIZE experience is designed primarily for executive staff, rather than volunteers or board members. However, there may be some instances where a board member may be an appropriate candidate. This can depend on the level of oversight and operational leadership that person provides to an organization, among other considerations. Board members are encouraged to complete REALIZE Board Training. More information can be found at [REALIZEboard.org](http://REALIZEboard.org)



## Is there financial assistance available?

The Health Foundation is covering the majority of costs for the REALIZE experience. Some financial assistance may be available for smaller non-profit organizations. Please contact Dr. Michael Kelly at 915-218-2619 or [mkelly@pdnfoundation.org](mailto:mkelly@pdnfoundation.org), for further information about financial assistance.

## What readings are required?

A reading list will be provided. Cohort members will be responsible for obtaining some reading materials at their own cost; this will allow each participant an opportunity to select a preferred reading medium and the option to purchase or borrow books. The Health Foundation will provide other reading materials at no cost. It is the expectation that all REALIZE participants will dedicate personal time to reading and reflecting in order to fully participate in Cohort discussions.

## Must the nominee work for a health or medical agency?

No, the health of the Paso del Norte region requires leadership from a broad spectrum of agencies and individuals, among whom collaboration is essential.

## What financial investment is required?

The REALIZE experience requires a financial investment of at least \$15,000 per participant (all inclusive). The Board of the Health Foundation believes this opportunity brings such a significant benefit to the individual participant, their respective organization, and the region as a whole, that the Health Foundation will cover the majority of the fees. The sponsoring agency and participant are asked to contribute the balance. The for-profit or private participant fee is \$5,000; the fee for not-for-profit or government entities is \$2,000. We require that the participant and their employer or sponsoring organization share in this payment.

## What is the time investment required?

There will be two out-of-town sessions and multiple sessions, some all day long, in El Paso, TX. Participants should become familiar with the dates for all sessions as attendance is required. Time should be reserved for reading, meeting with a coaching partner from the cohort on your own time, and participating in executive coaching.

## If I previously attended other leadership programs, should I still apply?

Yes, please apply. REALIZE is a unique leadership experience in many ways. The experience is designed for executives in the Paso del Norte region using insight provided through a needs analysis conducted with regional health leaders. The experience also adapts for each cohort depending upon need.

## What is transformational leadership?

In times of constant social, environmental and policy change, transformational leadership is required to move organizations and communities along the path towards sustainable public health. Transformational leadership requires that a leader first make a commitment to personal transformation, which is driven by insight, clarity, commitment, and action. Transformational leaders then identify a vision, paint a picture of the future state and build the path forward to inspire greater engagement and ownership, and unleash the potential of employees and community members.

## What other leadership lessons does REALIZE provide?

Some sessions in REALIZE are set, while others are customized to the cohort. Expect learning about situational leadership, team development and collaboration, communication, ethics, vision, and strategy. Individual members may have special needs or goals that will be addressed through executive coaching and, perhaps, customized group learning opportunities.

## What if I have more questions?

Call the Paso del Norte Health Foundation (915) 544-7636.