



## Program at a glance

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



For more information, please visit [pdnhf.org](http://pdnhf.org), call the Health Foundation at (915) 544-7636, or email [Realize@pdnhf.org](mailto:Realize@pdnhf.org).



**REALIZE**

IN HONOR OF ROBERT H. HOY, JR.

equipping  
the next generation of  
senior leadership



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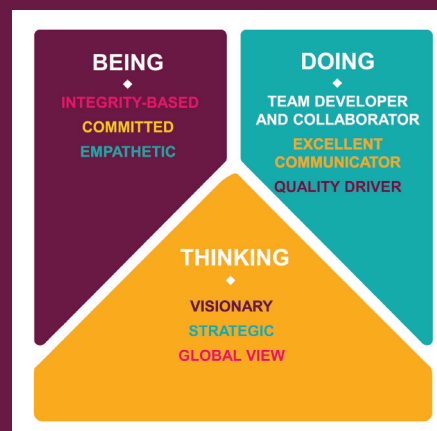


## What is REALIZE?

REALIZE, developed in 2010, is a leadership development program designed to enhance the effectiveness of leaders within the Paso del Norte region. This program was created by world-class consultants and continues to be modified. While the core principles of REALIZE remained stable, the program continually adapts to changing needs.

The primary goal of REALIZE is to transform effective regional leaders into even stronger and more capable leaders. It is intended to benefit a wide range of organizations, including mid-sized health and human service agencies, large governmental entities, schools, and clinics.

The REALIZE model emphasizes a triad of being, doing, and thinking. This suggests that effective leadership is not just about knowledge and actions but also about mindset and qualities. This three-pronged approach helps participants develop as well-rounded and holistic leaders, making them better equipped to tackle the challenges and complexities of leading in various settings.



## The REALIZE Experience serves several key purposes

1. **Skill Building:** The program aims to enhance the leadership skills of participants, equipping them to lead teams and organizations more effectively. This skill-building component is crucial for enabling participants to assume more advanced leadership roles.
2. **Leadership Understanding:** REALIZE works to deepen participants' understanding of leadership. This deeper understanding contributes to their ability to make a positive impact.

3. **Transferable Leadership Skills:** An important aspect of the program is ensuring participants can transfer leadership skills to others within their organization. This is key to building a sustainable leadership culture.
4. **Inspiring Action:** REALIZE seeks to inspire participants to take action and achieve tangible results in line with the mission and goals of the sponsoring organization.
5. **Developing Formal Leaders:** The program develops individuals who have the potential to hold formal leadership positions within their organizations. This contributes to succession planning.
6. **Confidential Self-Improvement:** The program provides participants with the opportunity to confidentially identify areas for personal improvement and make improvements.



## Who benefits from the experience?

1. **Individual Graduates:** Participants enhance leadership skills. This professional growth and development benefit the graduates in their current roles and prepare them for more advanced leadership positions.
2. **Direct Reports:** REALIZE graduates' direct reports, who also undergo some leadership training, benefit from the improved leadership skills of their supervisors. This can lead to a more positive work environment, increased employee satisfaction, and enhanced team performance.
3. **Sponsoring Organization:** The organization sponsoring a participant benefits from a graduate better equipped to lead teams, drive the organization's mission, and create a bench strength of future leaders. The cohort member and their supervisor are asked to meet throughout the REALIZE experience to discuss leadership growth.
4. **Paso del Norte Health Foundation:** REALIZE graduates from partner organizations are more likely to be effective partners and grant recipients.
5. **Paso del Norte Communities:** Successful graduates are more likely to contribute positive social, economic, and health returns for the region.



## Who should apply to REALIZE?

1. **Upper Management:** At least five years of upper management experience. This ensures that participants have an array of experiences upon which to build and refine their skills.
2. **Supervisory Role:** Hold positions where they supervise staff, have budget authority, or lead volunteers. This criterion is important because REALIZE emphasizes leading direct reports.
3. **Commitment:** Be committed to engaging fully in the REALIZE program. This includes attending all off-site and in-town sessions, completing assigned readings, and making time for executive coaching.
4. **Supportive Supervisor or Board:** The support of their immediate supervisors or board of directors is essential. This support ensures that the individual's leadership growth aligns with the organization's goals and there is an opportunity to share and express new leadership skills.
5. **Willingness to Learn:** Be receptive to learning from their peers and leadership experts.