

Inspired Collaboration: Building Equitable Leadership Within the Mountain Plains Behavioral Health Workforce

Lamarr Lewis
March 19, 2024



Mountain Plains (HHS Region 8)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Disclaimer and Funding Statement

This presentation was prepared for the Mountain Plains Mental Health Technology Transfer Center (Mountain Plains MHTTC) under a cooperative agreement from the Substance Abuse and Mental Health Services Administration (SAMHSA). All material appearing in this presentation, except that taken directly from copyrighted sources, is in the public domain and may be reproduced or copied without permission from SAMHSA or the authors. Citation of the source is appreciated. Do not reproduce or distribute this presentation for a fee without specific, written authorization from the Mountain Plains MHTTC. For more information on obtaining copies of this presentation please email casey.morton@und.edu.

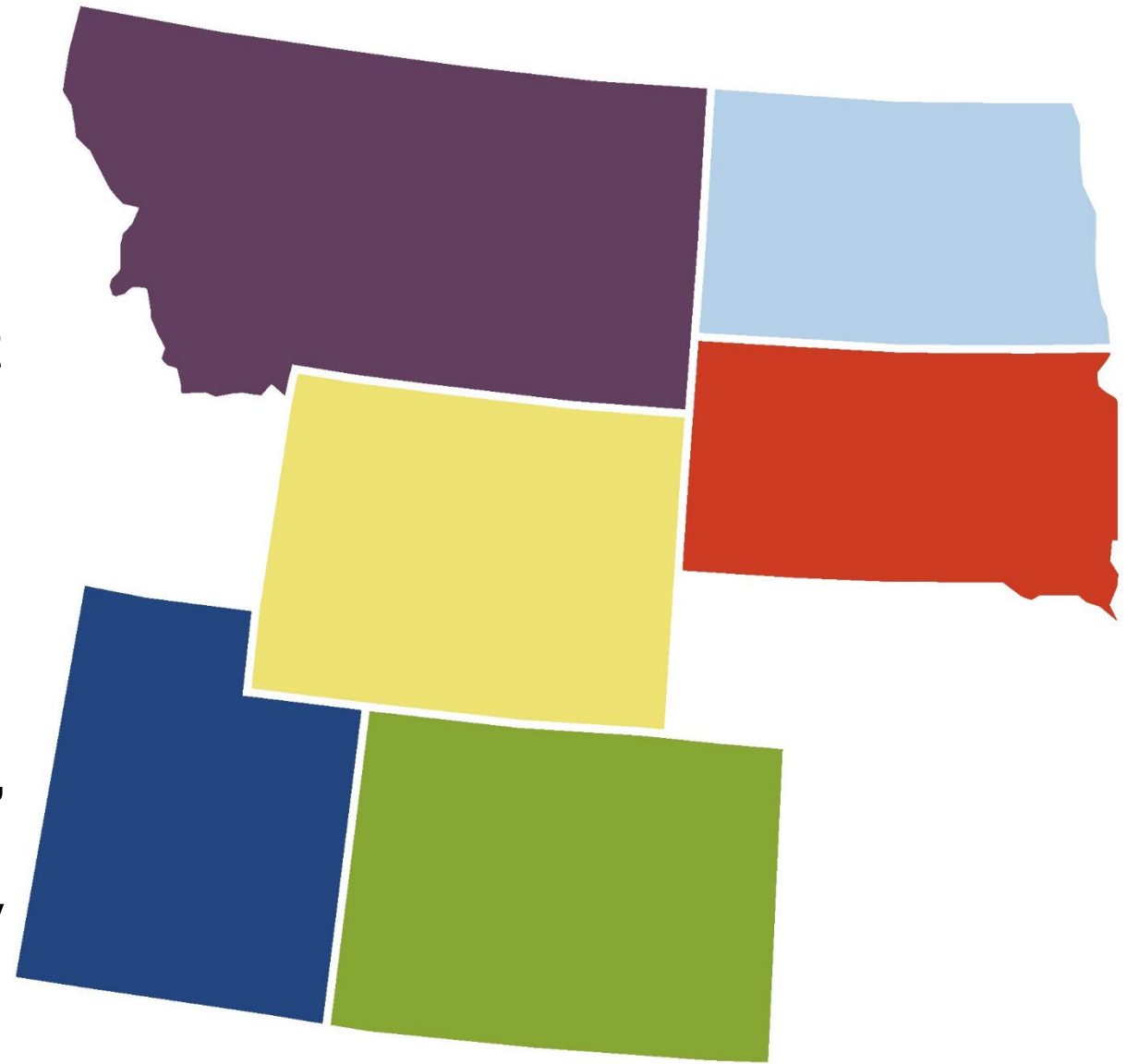
At the time of this presentation, Miriam Delphin-Rittmon served as SAMHSA Assistant Secretary. The opinions expressed herein are the views of Lamarr Lewis and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

The work of the Mountain Plains MHTTC is supported by grant H79SM081792 from the Department of Health and Human Services, Substance Abuse and Mental Health Services Administration.

The Mountain Plains Mental Health Technology Transfer Center

The Mountain Plains Mental Health Technology Transfer Center (Mountain Plains MHTTC) provides training and technical assistance to individuals who serve persons with mental health concerns throughout Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming).

We belong to the Technology Transfer Center (TTC) Network, a national network of training and technical assistance centers serving the needs of mental health, substance use and prevention providers. The work of the TTC Network is under a cooperative agreement by the Substance Abuse and Mental Health Service Administration (SAMHSA).



Land Acknowledgement Statement

Today, the University of North Dakota rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate - presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and the Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the State of North Dakota - the Mandan, Hidatsa, and Arikara Nation, Sisseton-Wahpeton Oyate Nation, Spirit Lake Nation, Standing Rock Sioux Tribe, and Turtle Mountain Band of Chippewa Indians.



The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED
AND HOPEFUL

INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES

HEALING-CENTERED AND
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS

PERSON-FIRST AND
FREE OF LABELS

NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR
AND UNDERSTANDABLE

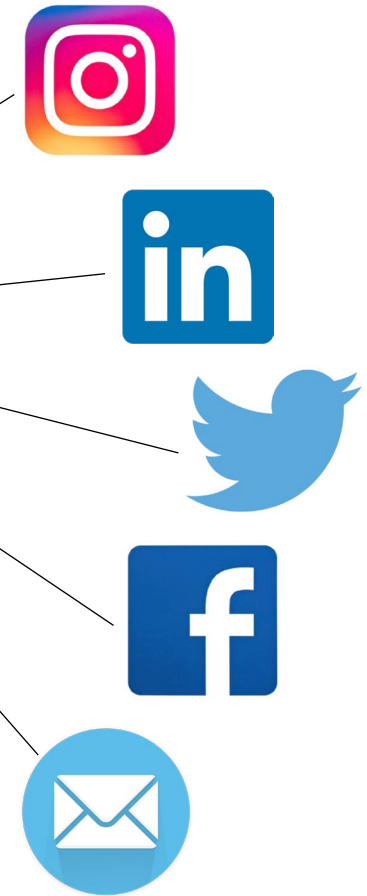
CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

Stay Connected

Scan this QR code to follow us on Instagram, LinkedIn, Twitter, and Facebook. You can also join our e-mail newsletter!



SCAN ME





INSPIRED COLLABORATION:

BUILDING EQUITABLE LEADERSHIP WITHIN THE MOUNTAIN PLAINS BEHAVIORAL HEALTH WORKFORCE

LAMARR LEWIS, LEWIS FAMILY CONSULTING

AND

MOUNTAIN PLAINS MHTTC

LEARNING OBJECTIVES

- Identify opportunities for collaboration and person-centered engagement.
- Develop openness towards different perspectives to create a culture of shared decision making.
- Enhance communication to reduce misunderstanding and achieve identified goals.

Big Question to Answer:

How do we lead in a way that promotes equity and is inclusive of ALL of the diversity within Mountain Plains?

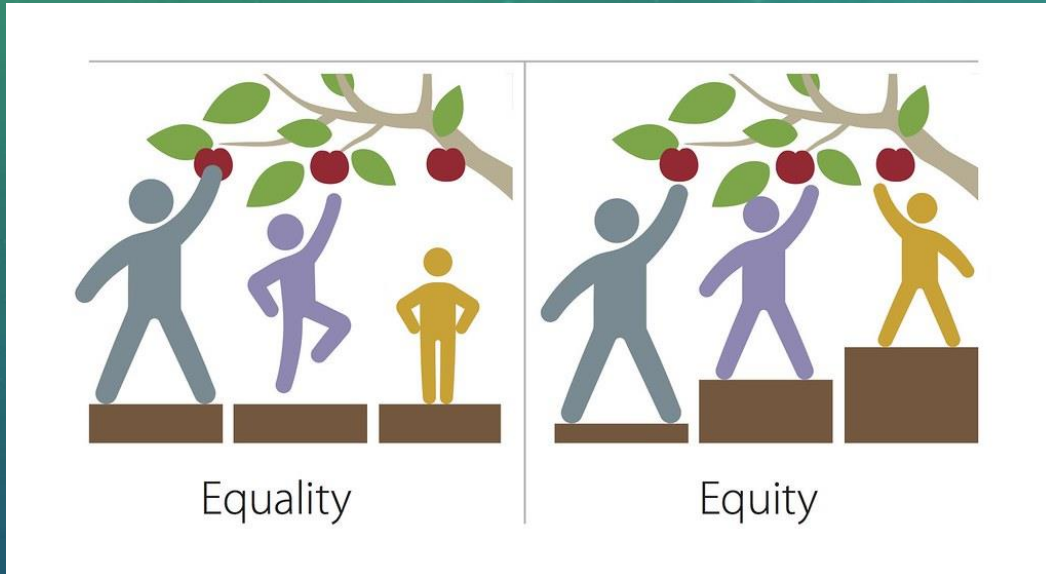
QUOTES TO PONDER

“Great things are done by a series of small things brought together” - Vincent Van Gogh

“One can choose to go back toward safety or forward toward growth. Growth must be chosen again and again; fear must be overcome again and again.”

— Abraham Maslow

EQUITY IN LEADERSHIP?



Leadership is a balance
between managing the
business and leading people

people-equation.com

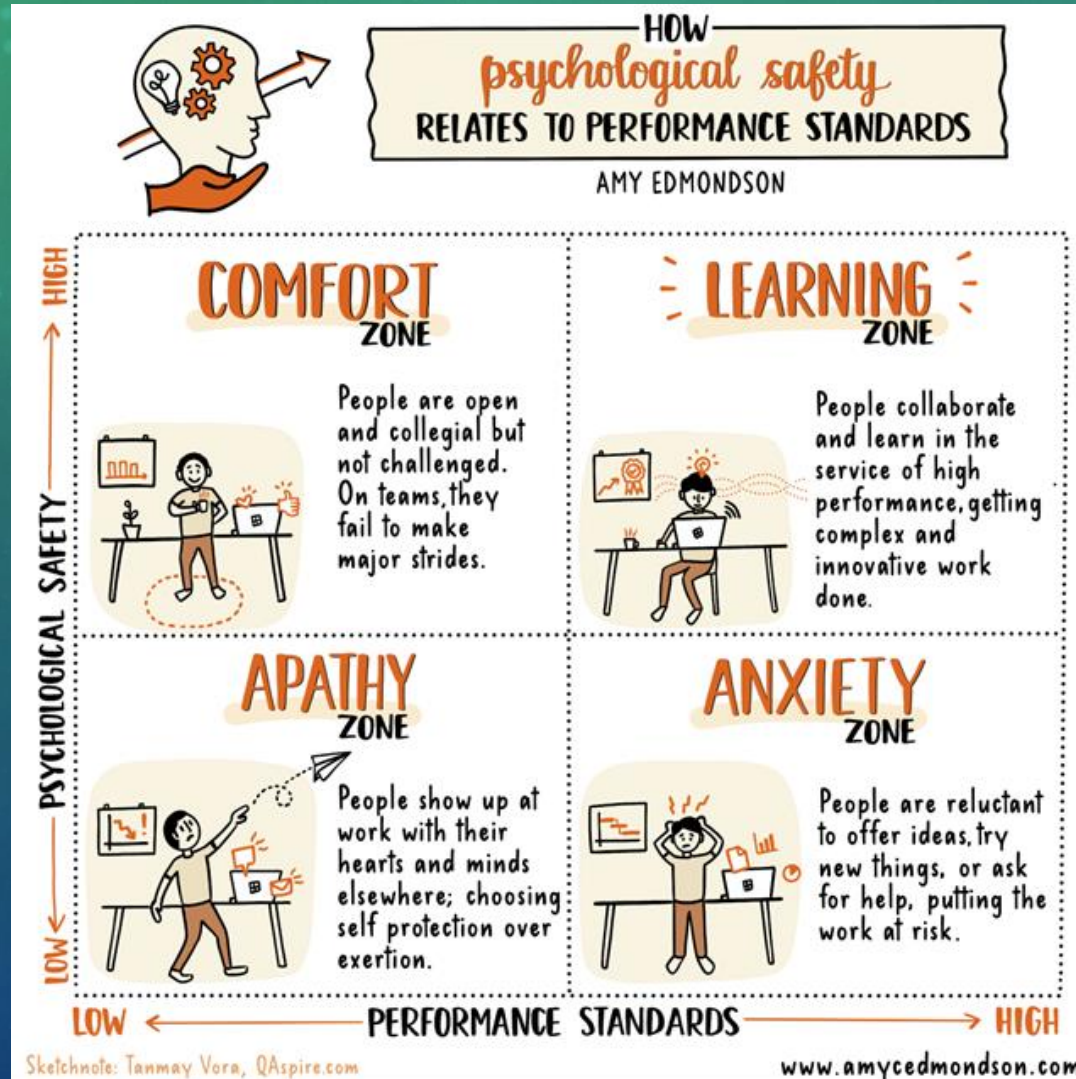
5 ASPECTS OF HEALTHY WORKPLACE CULTURES



What
is
Culture?

- **Psychologically Safe**
- **Values Collaboration over Conflict**
- Promotes Awareness
- Wellness Affirming
- Compassion Focused

PSYCHOLOGICAL SAFETY



PERSON CENTERED COMMUNICATION



[This Photo](#) by Unknown Author is licensed under [CC BY](#)

Psychological Safety 61

**Leaders foster
environments
where people
can have
critical
opinions and
speak up**

(c) BenLinders

COLLABORATION CONFLICT

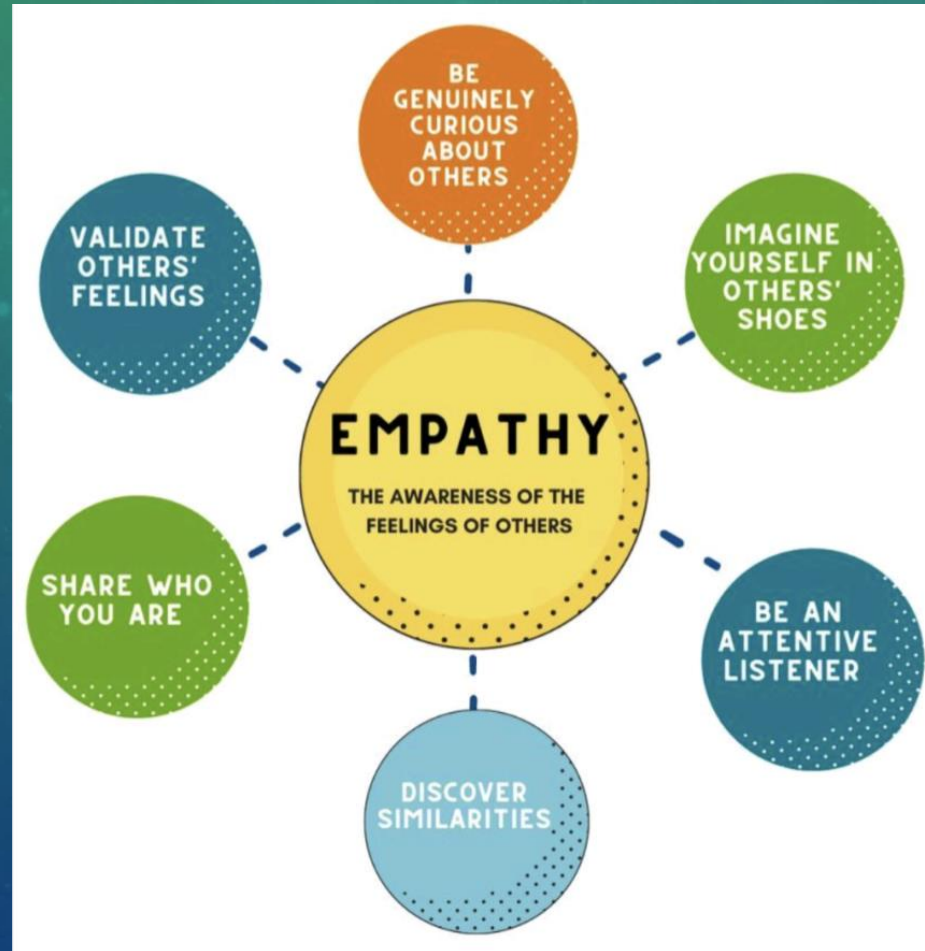
“Collaboration is everyone working together on the best thing for the whole thing... If you’re invested in the collaboration, you want the best idea win, NOT YOUR IDEA TO WIN.”

-Rick Rubin

“The Creative Act: A Way of Being”



THE SKILL OF EMPATHY



IN CONCLUSION...

- Psychological Safety
- Person-Centered Communication
- Value Collaboration over Conflict
- The Skill of Empathy



This Photo by Unknown Author is licensed under [CC BY-NC-ND](#)

STAY IN TOUCH!!!



Mountain Plains (HHS Region 8)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

<https://mhttcnetwork.org/centers/content/mountain-plains-mhttc>



[**www.lewisfamilyconsulting.net**](http://www.lewisfamilyconsulting.net)