

## FOUNDATIONAL CAPABILITY:

# Organizational Administrative Competencies

## SPECS

In order to deliver foundational public health programs and services, Missouri's public health agencies must achieve competency in cross-cutting organizational administrative skills such as leadership and governance, information technology, human resources services, legal services, and financial management, contract and procurement services, including facilities and operations management.

Agencies must demonstrate competency advocating for the role of governmental public health, leveraging funding, defending budgets, incorporating ethical standards, assuring continuous quality improvement, using performance management systems, developing employees, adjusting to shifts in culture and environment, and managing change.



## DISCUSSION

1. How can we build competency in this foundational capability?
2. What hinders our agency from developing leadership skills?
3. How can our human resources process better support staff?
4. How can we move toward using a Uniform Chart of Accounts?
5. How can we defend our budget and advocate for public health?

## APPLICATION

1. Conduct an [internal assessment](#) of the agency's performance management.
2. Review the [Public Health 3.0 Call to Action](#).

## RESOURCES

- Building Expertise in Administration and Management (BEAM), deBeaumont
- National FPHS, PHAB
- Quality Improvement and Performance Management, Public Health Foundation
- Improving Organizational Management and Development, Community Tool Box
- Competencies for Public Health Professionals, CDC

#HealthierMO is a grassroots initiative to transform Missouri's public health system into a stronger, more sustainable, culturally relevant and responsive system that can offer every Missourian the opportunity to live their healthiest life. #HealthierMO is housed at the Ozarks Public Health Institute at Missouri State University. Visit [HealthierMO.org](http://HealthierMO.org).