

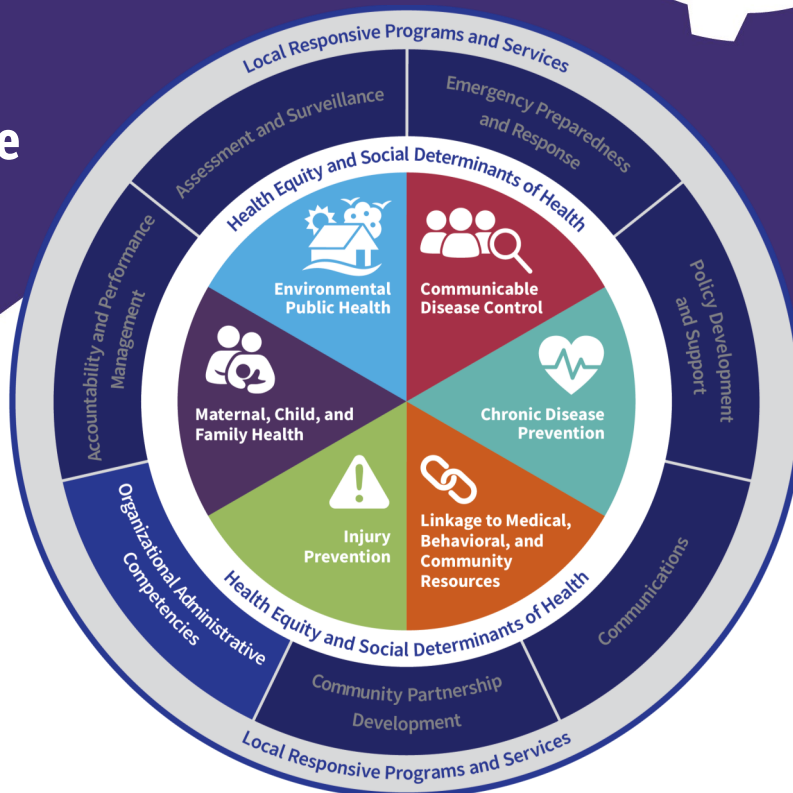
**FOUNDATIONAL CAPABILITY:**

**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.



Foundational Capabilities Foundational Areas

**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 [SOAR analysis](#) of the agency’s organizational administrative competencies.
2. Review the [Public Health 3.0 Call to Action](#).

#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 fair opportunity for health. #HealthierMO is a project of the [Missouri Public Health Association](#), with support from [Missouri State University](#). Funding is provided by [Missouri Foundation for Health](#) and [Health Forward Foundation](#).

**RESOURCES**

- [Case Study: Collaborating for Improved Information Technology Services in Florida](#)
- [Training: Public Health Administration/Management courses, Heartland Center](#)
- [National FPHS Model Fact Sheet, PHNCI](#)
- [Quality Improvement in Public Health, Public Health Foundation](#)
- [Improving Organizational Management and Development, Community Tool Box](#)