

# EMHCL Competencies

## **Foundation Competencies**

1. Communicate health issues using appropriate channels and technologies.
2. Evaluate the strengths and limitations of epidemiologic reports.
3. Demonstrate effective interpersonal relations.
4. Explain the importance of research for informing scientific, ethical, economic and political discussion of health issues.
5. Apply “systems thinking” for resolving organizational problems.
6. Apply statistical techniques to health data.
7. Interpret results of statistical analyses on health data.
8. Describe steps and procedures for the planning, implementation and evaluation of public health programs, policies and interventions.

## **Advanced Managerial Functioning Competencies**

1. Develop and maintain relationships with key stakeholders.
2. Demonstrate leadership skills.
3. Demonstrate team building skills.
4. Apply marketing, finance and human resources principles in the decision making process.
5. Apply strategic planning, research skills and critical thinking in the organizational decision making process.
6. Demonstrate ability to facilitate group dynamics.
7. Demonstrate ability to resolve conflicts and disputes based on conflict-resolution theories and techniques.
8. Analyze institutional values and culture and how these impact key institutional functions.
9. Apply the principles of program planning, development, budgeting, management and evaluation in organizational and community initiatives.
10. Apply quality and performance improvement concepts to address organizational performance issues.
11. Demonstrate ability to plan and promote institutional development and change.

### **Health System Policy & Reform Competencies**

1. Demonstrate ability to communicate with decision makers.
2. Analyze impact of organizational/political systems on operations within an institution.
3. Apply the principles of public health ethics and social justice and equity to program planning, implementation and evaluation.
4. Demonstrate ability to advocate for evidence-informed and sound health policy and for healthier social and economic public policies that can favorably impact the social determinants of health and health equity.
5. Discuss the policy process for improving the health status of populations.