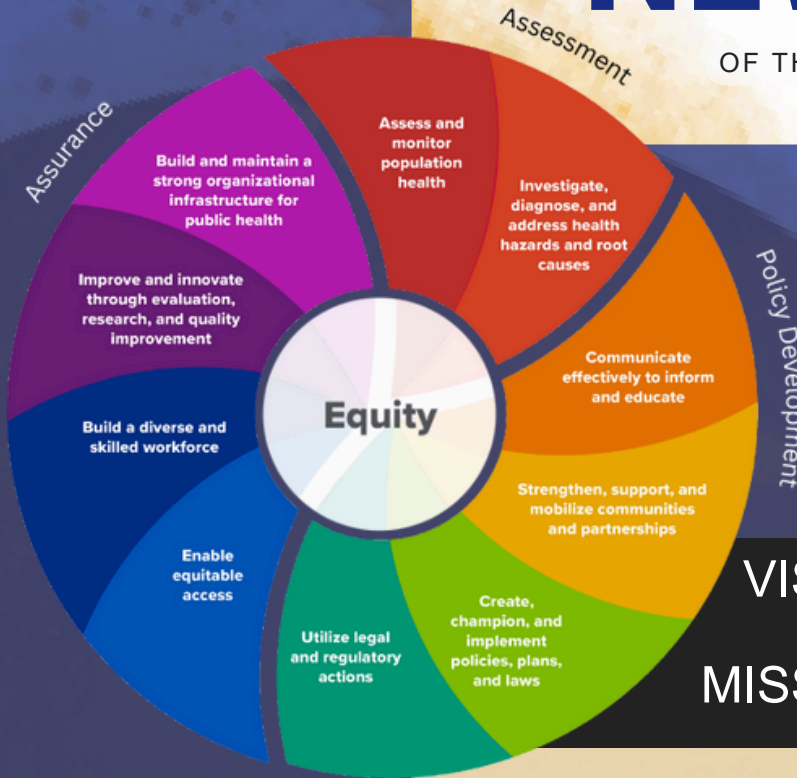


08.2024

PUBLIC HEALTH

# NEWSLETTER

OF THE APPLETON PUBLIC HEALTH DEPARTMENT



## IN THIS ISSUE:

THRIVE  
Leadership Development  
Our THRIVE Graduates

**VISION:** Health for all, together.

**MISSION:** Facilitate equitable community wellbeing through education, health promotion, and response to public health needs.

## 10 ESSENTIAL PUBLIC HEALTH SERVICES

Each month, the Appleton Health Department Newsletter features stories about how we are achieving each of the 10 Essential Public Health Services. This month, we focus on:

Essential Public Health Service #8: Build and support a diverse and skilled public health workforce

## THRIVE: CITY OF APPLETON LEADERSHIP

The City of Appleton's THRIVE program is an internal leadership development cohort created and facilitated by the City of Appleton's Human Resource Development and Training Coordinator, Mel Lewis. The program began six years ago and to date, more than 70 participants have graduated from the program.

The THRIVE program operates by identifying and supporting current and potential leaders from within every city department. THRIVE participants meet as a cohort and learn together over the course of a year, including a retreat, seven in-person classes, and a final graduation. Participants gain knowledge not only through the outside presenters, but also through networking opportunities that cross departmental boundaries.

The program's impact is clear: THRIVE graduates further develop leadership capabilities, the program proactively addresses leadership vacancies ahead of anticipated retirements among city staff, and many THRIVE graduates have advanced into leadership roles of City of Appleton departments and teams. Most notably, the cohorts encourage interdepartmental communication and sharing that "business-as-usual" doesn't make room for. The relationships leaders grow in the THRIVE program extend past graduation and result in better service for Appleton residents long after the cohort dissolves.

Looking forward, Mel hopes to continue to expand THRIVE to further support THRIVE graduates and maintain continued enrollment for new cohorts.

# APPLETON HEALTH DEPARTMENT THRIVE GRADUATES



**Jena McNeil, Public Health Nurse**

Leadership training has allowed me to grow as an employee and I feel that it has especially helped me in settings when providing and seeking feedback from community partners, residents and fellow employees. It increased the variety of ways I feel confident engaging with others and gaining their input.



**Sonja Jensen, Deputy Director and Nursing Supervisor**

THRIVE participation was a great way to get to know other City of Appleton employees and their department. In addition, I learned how important it is to invest in your team, to truly take the time to listen, and to build and maintain trust.



**Breanna Mekuly, Community Health Supervisor**

In my role as Community Health Supervisor, leadership often looks like listening. My team interacts daily with individuals lacking basic needs, along with organizations that address these needs. I listen to the community to hear the needs and assets in our area. I listen for the larger themes and then help guide our work accordingly. I listen for the needs of my staff to continue doing their job well and have a work-life balance. I praise as often as I can. My team knows I care deeply about the work we do and I know they do, too.



**Eric Maggio, Health Operations Supervisor**

THRIVE leadership training equips staff with the skills to develop and execute policies and programs that are responsive to the community's needs, which improves community well-being and service quality.



**Steve Kihl, Environmental Health Supervisor**

As regulatory officials, clear communication and consistency is essential to equitable enforcement. I try to lead by example when working with our regulated community.

## RESOURCES

[CDC-10 Essential Public Health Services -Full](#)



**Public Health**  
Prevent. Promote. Protect.



[BOARD OF HEALTH CALENDAR](#)