



Leadership training for emerging and mid-level leaders in urban maternal and child health

CityMatCH is the national membership organization dedicated to improving the health and well-being of urban women, children and families by strengthening the public health organizations and leaders in their communities. A priority of this mission includes providing education and training opportunities to urban MCH professionals. This innovative CityLeaders program will deliver tailored, in-depth leadership training and mentorship to a diverse annual cohort of emerging and mid-level MCH professionals. Part of the experience will include the opportunity to engage with a selected senior leader in the field (CityLeaders Mentor) to receive one-on-one coaching.

What is the CityLeaders Program?

- A training program for emerging MCH leaders that serves as an introduction to the core MCH Leadership Competencies (v 2.0, released February 2007).
- Participants engage in 6 months of intensive training on core competencies including one onsite meeting and a series of distance learning skills-building opportunities.
- *CityLeaders* are matched with a seasoned urban maternal and child health leader in the field for a mentor/mentee relationship that lasts the duration of the program.

Why Join the CityLeaders Program?

The demand for critical MCH leadership training has been well documented. The newly created MCH Leadership Competencies v2.0 (<http://leadership.mchtraining.net/>), provide a reference for the multitude of specific knowledge and skills necessary to meet this challenge (e.g. MCH Knowledge (MCH Leadership competency #1), Internal Processes/Self-Reflection (MCH Leadership competency #3), Mentoring & Teaching (MCH Leadership competency #8), etc.).

With these competencies as a backdrop for the learning, participants in the CityLeaders Program will gain new insights, new information, familiarity and experience in understanding, and incorporating these competencies in your work and community.

Tell me About CityLeaders:

CityLeaders are emerging and mid-level professionals in urban maternal and child health who show clear desire to become more effective, culturally competent urban MCH leaders.

CityLeaders “Give”

- Devote four days to onsite learning in conjunction with the annual CityMatCH Conference
- Participate in five 90-minute conference calls including time for preparatory work for each call
- Complete all evaluations of *CityLeaders* activities
- Exchange ideas and strategies with senior urban MCH leaders
- Active engagement in the learning

CityLeaders “Get”

- Increased individual knowledge in selected urban MCH leadership competencies.
- Training in diversity and cultural competence
- Networking time with urban MCH professionals
- A forum to share new ideas
- Tailored mentoring and coaching from seasoned urban MCH leaders
- And much more...

CityLeaders Mentorship Opportunities

CityLeaders will be paired with Mentors, senior urban MCH leaders who are dedicated to sharing their knowledge, expertise and experience with emerging and mid-level urban MCH leaders. At various times throughout the program, CityLeaders and Mentors will meet for one-on-one coaching opportunities (i.e. sharing lessons learned in urban MCH leadership).

How much does it cost?

There are currently **no registration fees** for participating in the *CityLeaders* program. However, travel and registration fees to attend the CityMatCH Conference is the responsibility of each individual participant as the program is not able to provide stipends at this time.

What is the CityLeaders Curriculum?

CityLeaders program curriculum is anchored in the [MCH Leadership Competencies](#). The twelve competencies (listed below) fall into three domains that influence leaders: self, others, and the wider community. Each skills-building opportunity in the program will focus on different competencies, and each of the three domains is covered.

Self	1. MCH Knowledge Base/Context
	2. Self-Reflection
	3. Ethics
	4. Critical Thinking
Others	5. Communication
	6. Negotiation and Conflict Resolution
	7. Creating Responsive and Effective MCH Systems
	8. Community Expertise and Perspectives
	9. Teaching, Coaching, and Mentoring
	10. Interdisciplinary/Interprofessional Team Building
Wider Community	Systems Approach
	Policy

Call for Applications Timeline:

- Call for Applications June 2026
- Selection of CityLeaders July 2026
- Application Acceptance & Confirmation July 2026

Schedule of Events & Program Objectives:

When	What	Objectives
Early August 2026	Initial meeting of the CityLeaders cohort (virtual)	To prepare CityLeaders for their onsite experience at the 2007 CityMatCH conference § To engage CityLeaders with one another in order to build initial networking relationships § To provide logistical information

		regarding the CityLeaders cohort (i.e. conference call numbers, syllabus for the 6 months training program)
September 20, 2026	First of two onsite meetings of the CityLeaders cohort at the CityMatCH conference	To network with emerging and mid-level urban MCH professionals § To exchange ideas and strategies with designated senior urban MCH leaders (Mentors) § To receive guidance on navigating the 2007 CityMatCH conference
September 23	Second onsite meeting of the CityLeaders cohort	To distill and share lessons learned from the CityMatCH conference with other emerging and mid-level urban MCH leaders § To receive tailored mentoring and coaching from senior urban MCH leaders (Mentors) § To offer input into content of future trainings held through distance learning technologies following the conference
October	Distance learning education (#1) designed to meet the training needs of the CityLeaders cohort. Topic to be determined by the cohort with special emphasis on cultural competence and other MCH Training Program goals.	To increase individual knowledge in selected domains of urban MCH leadership. § To provide training in diversity and cultural competence to emerging urban MCH leaders.
November	Distance learning education (#2) designed to meet the training needs of the CityLeaders cohort. Topic to be determined by the cohort with special emphasis on cultural competence and other MCH Training Program goals.	To increase individual knowledge in selected domains of urban MCH leadership. § To provide training in diversity and cultural competence to emerging urban MCH leaders
November 2026 – January 2027	Mentor One-on-One	To receive tailored mentoring and coaching from senior urban MCH leaders (Mentors) § To exchange ideas and strategies with designated senior urban MCH leaders (Mentors)

January	Distance learning education (#3) designed to meet the training needs of the CityLeaders cohort. Topic to be determined by the cohort with special emphasis on cultural competence and other MCH Training Program goals.	To increase individual knowledge in selected domains of urban MCH leadership. § To provide training in diversity and cultural competence to emerging urban MCH leaders
February 2027	Final call of the CityLeaders cohort.	To gather final lessons learned of the CityLeaders cohort. § To give emerging and mid-level leaders a forum to share new ideas § To provide an opportunity for senior leaders (Mentors) to provide intergenerational transfer of ideas. § To provide an oral evaluation of the City
March – April 2027	Evaluation of the inaugural CityLeaders cohort project	§ Use the created Survey Tool to evaluate changes in the knowledge, attitudes, and beliefs of the CityLeaders cohort

Supporting Documents:

CityMatCH Application Packet for CityLeaders

CityMatCH Application Packet for Mentors

ILAP + Using the ILAP

Mentor + Mentee Agreement

MCH Leadership Competencies