BSCF Clinic Leadership Institute Cross-Program Theory of Change

Purpose of CLI: To strengthen leadership in California's community health centers (CHC) system so that all Californians, particularly underserved populations, are healthy and have access to high-performing, sustainable systems of care.

PROGRAMS & PARTICIPANTS	CORE PROGRAM COMPONENTS		OUTCOMES	
EMERGING LEADERS (EL) CHC staff with executive leadership potential and a long-term commitment to CHCs EXECUTIVE EXCELLENCE (Ex ²) CHC executive teams (e.g., CEO, CFO, CMO) NEW EXECUTIVE TRANSITIONS (nEXt)	 Leadership assessments and learning plans Instructional sessions, exercises and assignments Leadership coaching, advising and mentoring Applied organizational leadership projects Peer and professional networking 	 PARTICIPANTS Increased adaptive leadership capacity Improved knowledge, confidence, leadership skills and effectiveness Enhanced engagement in peer networks Greater visibility, credibility and influence as leaders Career advancement and retention in CHCs and the safety net 	 PARTICIPATING CHCS Greater access to a network of CHC leaders and tools, resources and promising practices A more data-driven, collaborative, innovative and adaptive organizational culture Improved capacity and performance Enhanced cultivation of leaders and improved leadership transitions 	 SYSTEMS-LEVEL Improved cultivation, support and retention of leaders in CHCs and the safety net Increased number of high-performing CHCs Stronger networks of effective CHCs and their leaders Increased involvement, credibility and influence of CHCs Improved systems of care in the safety net
New CHC CEOs				1