

Tanzania Human Resources Capacity Project (THRP)

Workshop Report

Training of SO Teams and 2011 -2013 Workplan Development

19 to 22 October 2011 in Nashera Hotel, Morogoro.

Table of contents

1. Introduction and Background.....	3
2. Workshop Objectives and Methodology	4
3. Evaluation Results for the Training.....	5
4. Appendices.....	7
Appendix 4.1: Workshop Agenda	7
Appendix 4.2: Attendance List	10

1. Introduction and Background

The government of Tanzania continues to face numerous Human Resources for Health challenges these challenges includes projecting, planning for, recruiting, motivating and retaining the health and social welfare workforce at all levels, the situation is much more challenging in rural settings and hard to reach areas where health workers are needed most. To address these challenges and to strengthen the delivery of health care and social services, the Ministry of Health and Social Welfare (MoHSW) has launched the Human Resources for Health Strategic Plan (HRHSP) 2008-2013, which is organized around seven Strategic Objective (SO) areas: The 2008

Participants Develop their Workplans



-2013 strategic plan lays out the following strategic objectives:

- **S.O.1** Human Resource Planning and Policy Development
- **S.O.2** Strengthening Leadership and Stewardship
- **S.O.3** Education, Training and Development
- **S.O.4** Workforce Management and Utilization
- **S.O.5** Partnership in Human Resource
- **S.O.6** Human Resource Research and Development
- **S.O.7** Human Resource Financing

The Tanzania Human Resources Capacity Project (THRP) has been established to strengthen HRH capacity in Tanzania Mainland. MSH, in collaboration with the THRP partners, will build the capacity of national and local government authorities and local implementing partners to address the HRH challenges in Tanzania. The SO teams have been in a place for several months, however they have been relatively ineffective in carrying out their tasks and reporting successfully to the HRH Secretariat. BMAF undertook a training needs assessment of the SO teams and, identified the following gaps:

- inadequate familiarization with HRH strategic plan
- Low knowledge on partners involved in HRH interventions in Tanzania.
- Effective communications skills
- Leadership skills
- Planning skills
- Organization skills
- Problem solving skills
- Time management
- Organizing and running meetings effectively
- Resource mobilization and management.

It was decided that a workshop would be organized to provide training to participants on identified gaps and also to develop a workplan for the SO teams.

Workshop Objectives and Methodology

The goal of the workshop was to strengthen the capacity of HRH Strategic Objectives (SO) teams to implement the Tanzania Human Resources for Health Strategic Plan, 2008 -2013. Below are the specific objectives of the workshop:

- To build the skills of SO team members in areas identified in the rapid Training Needs Assessment
- Develop a 2 year workplan of the HRH strategic Plan
- Review the strategic plan implementation and coordination modalities and central, regional and district level and propose a way forward

The training sessions made use of participatory and adult-learning training methodologies. Key topics addressed included:

- Introduction to the HRH Action Framework
- Introduction to leadership
- Growing Influence
- Communication skills and feedback
- Managing meetings for results
- Time management

During the workplan development sessions, participants worked in their SO teams to identify key strategies and activities for the 2011 – 2013 HRH workplan based on the HRH strategic plan and the priorities and milestones developed by the HRH Technical working group.

Refer to appendix 4.1 for the workshop agenda.

The workshop was attended by 11 participants drawn from the four SO teams. They included Rahel Sheiza, Program Director, BMAF. Refer to appendix 4.2. for the attendance list.

2. Evaluation Results for the Training

As Shown in the table below, participants gave a very positive evaluation of the training sessions:

Question	% of Respondents Giving Response				
	Fully	Mostly	Partially	Little	Not at all
1.Adequacy of participation					
1.1Are you satisfied with the composition of the participant group	56%	44%			

1.2 To what extent were you given opportunity to participate in the course	78%	22%			
2.Content of the course					
2.1 is the course content meaningful and comprehensive	78%	22%			
3.Relevance of the course					
3.1 Is the course content meaningful in terms of your professional needs	67%	33%			
3.2 Will your course help you in your personal growth and development	89%	11%			
3.3 Will the organization benefit from you attending this course	89%	11%			
4.Application at work					
4.1 Was the course presented in such a way as to be useful for practical situations	78%	22%			
5.Quality of trainer					
5.1 Was the trainer knowledgeable/competent enough for delivery	89%	11%			
5.3 How satisfied are you with the cooperation facilitated by the trainer	89%	11%			
6.Training material					
6.2 How satisfied are you with the quality of the training materials	56%	44%			

3. Appendices

Appendix 4.1: Workshop Agenda

Day 1 – Wednesday, 19 October 2011

- 8.30 Registration
- 8.45 Introduction and Welcome
- 9.00 Opening Remarks – *MOH&SW, THRP and BMAF*
- 9.30 Review of workshop objectives and agenda
- 9.45 Ground rules and expectations
- 10.15 Tea Break
- 10.45 Introduction to the HRH Action Framework
- 12.00 Introduction to leadership
- 1.00 Lunch
- 2.00 Introduction to leadership (cont.)
- 3.00 Growing Influence
- 3.45 Communication skills and feedback
- 5.00 Close and Tea

Day 2 – Thursday, 20 October 2011

- 8.30 Review Day One
- 8.45 Managing Meetings for Results
- 10.00 Tea Break
- 10.30 Time management.
- 12.00 Review TNA and remaining gaps
- 1.15 Lunch
- 2.15 Feedback on HRH Strategic Plan mapping, SWAp milestones and identified HRH priorities
- 4.00 Close and Tea

Day 3 – Friday, 21 October 2011

- 8.30 Review Day Two
- 9.00 Prepare for group work
- 9.30 Group Work – Development of 2012 to 2013 HRH Workplan
- 10.30 Tea Break
- 11.00 Group Work – Development of 2012 to 2013 HRH Workplan cont
- 1.00 Lunch
- 2.00 Presentations
- 3.30 Plenary discussions on implementation

Day 4 – Saturday, 22 October 2011

Workshop Report: Training of SO Teams and Workplan Development

- 8.30 Review Day Three
- 9.00 Group Work – Develop implementation framework at central, regional and district level (Coordination teams, frequency of meetings, supportive tools)
- 10.30 Tea Break
- 11.00 Presentations
- 12.00 Way forward and Close
- 12.30 Lunch

Appendix 4.2: Attendance List

SN	NAME	TITLE	ORGANIZATION NAME	EMAIL	MOBILE No
1	Ms. E. Mwakalukwa	Assistant Director	MOHSW HQ	ellymwakalukwa@yahoo.com	754287893
2	Mr. H. S. Mavunde	CD HRP	MOHSW HQ	mavunde@hotmail.com	657926805
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4	Mr. Martin Mapunda	CD HRP	MOHSW HQ	martinstive@yahoo.com	765292083
5	Mr. Rénatus Mashauri	CD/CE/F	MOHSW HQ	rmash2008@yahoo.com	713250788
6	Ms. Rahel Sheiza	Director of Programs	BMAF	rsheiza@mkapahivfoundation.org	713252739
7	Dr. Harun Kasale	Consultant-HSS-HWI	MOHSW HQ	kasalehas@gmail.com	754334574
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12	Geofrey Nyombi	Manager - MSH	MSH	gnyombi@yahoo.com	653568099
13	Mr. William Kiarie	Consultant	THRP	wkarie@insidethebu.....	254 724 714758