

Management Sciences for Health LMG Ethiopia; Trip Report – La Rue K. Seims (April 14-24, 2013)

La Rue K. Seims

April 25, 2013

The Leadership, Management and Governance Project (LMG) is a United States Agency for International Development (USAID) five-year Cooperative Agreement, designed to strengthen and expand the people-centered capacity building strategy pioneered under the Leadership, Management and Sustainability (LMS) Project, LMG's successor project. The LMG Project's objective is to support health systems strengthening by addressing the gap in leadership, management and governance capacity of policy makers, health care providers and program managers to implement quality health services at all levels of the health system. Governance functions – distinct from leadership and management functions – are an important focus of LMG because they provide the ultimate commitment to improving service delivery, and foster sustainability through accountability, engagement, transparency and stewardship.

Leadership, Management, Governance, Health Systems Strengthening, Ethiopia, Africa

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Leadership, Management, and Governance - Ethiopia
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1. Scope of Work: Build the evidence base for which changes, behaviors, practices, and outcomes were sustained in Ghana where the LDP and senior leadership training interventions were conducted by:

o Conducting and recording interviews of LDP Coordinators, Facilitators, and Team Members regarding sustainability for transcription and analysis;

o Gather from coordinators supporting documents on the LDP rollout.

Destination and Client(s)/ Partner(s)	Ethiopia/LMG
Traveler(s) Name, Role	La Rue K. Seims
Date of travel on Trip	April 14-24, 2013
Purpose of trip	<ul style="list-style-type: none"> Finalize several documents, the most important being a capacity assessment of 59 organizations; Review PMP and M&E Workplans, recommend changes, and identify those aligned with the LMG PMP; Assist with developing tool for coaching training participants.
Objectives/Activities/ Deliverables	<p>Deliverables:</p> <ul style="list-style-type: none"> Finalize organizational capacity assessment document for 59 organizations Revise PMP and M&E Workplan Develop supervision checklist Finalize Ethiopian Public Health Officers Association OCA report Trip Report
Background/Context, if appropriate.	The LMG Ethiopia program involves close collaboration with the FMOH, regional Health Bureaus, Zonal/District Health Offices, training institutions and professional health associations to (1) standardize and accredit needs-based, in-service training for the Ethiopian health sector; (2) develop the leadership, management and governance capacity of selected partners; and (3) strengthen the institutional capacity of Ethiopian training organizations and professional health associations.

2. Major Trip Accomplishments: Should include the major programmatic goals realized, relevant metrics, and stories of impact from the trip.

- Working closely with Ademe, the organizational capacity assessment document has been finalized and has been distributed to Ademe, Jemal, and Jackie for archiving;
- The PMP was revised with Ademe. A package was prepared to submit to USAID/Ethiopia for approval which provided a comparison of original indicators and revised indicators and gave justification for changes. In addition, Ademe and I reviewed the PMP indicators against the global LMG indicators and identified which indicators would be reported to LMG;
- I developed with Ademe and overall approach to monitoring the results of six coaching visits and will include a measure of whether each training participant has completed the steps expected at the end of the previous coaching visit. Training staff identified the content which needs to be covered during each visit, and Ademe has added the content to the template developed to monitor coaching;
- The Ethiopian Public Health Officers Association OCA report was finalized and submitted to Ademe, Jemal, and Jackie for archiving;
- In addition to my original deliverables, I developed inserts to strengthen M&E in a manual developed to integrate gender into existing training curricula. The inserts were given to Belkis Giorgis and Daniel Seble to incorporate into their training manual.

3. Next steps: Key actions to continue and/or complete work from trip.

Description of task	Responsible staff	Due date
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<ul style="list-style-type: none"> Review the coaching package and an OCA report being revised by Ademe for the Gender Directorate, when these are ready. Submit request for changes in the PMP to USAID. 	La Rue Seims	When near final drafts are available.
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4. Contacts: List key individuals contacted during your trip, including the contacts' organization, all contact information, and brief notes on interactions with the person.

Name/Designation /Organization	Telephone #	Email Address	Physical Address	Date of Interview
Ademe Tsegaye, MSH	All MSH staff in MSH directory.			
Jemal Mohammed, MSH				
Dereje Ayele, MSH				
Belkis Giorgis, MSH				
Daniel Seble, MSH				
Petros Faltamo, USAID				

5. Description of Relevant Documents / Addendums: Give the document's file name, a brief description of the relevant document's value to other CLM staff, as well as the document's location in eRooms or the MSH network. Examples could include finalized products and/or formal presentations, TraiNet Participant List, Participant Contact sheet, and Meeting/Workshop Participant Evaluation form are examples of relevant documents.

File name	Description of file	Location of file
<ol style="list-style-type: none"> Baseline Report on the Leadership Management and Governance (LMG) Capacity of Government Offices in Ethiopia Capacity Assessment Results for The Public Health Officers Association: An Application of the Management and Organizational Sustainability Tool 	Above	With Jackie Lemlin to be added to eRoom.