

# **Management Sciences for Health LMG Ethiopia Success Story: Harari Regional Health Bureau, “Harmonized and Aligned Plans for Better Health Outcomes in Ethiopia”**

---

Jemal Mohammed, MSH Country Project Director  
Temesgen Workayehu, MSH M&E Advisor

September 15, 2015

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

This report was made possible through support provided by the US Agency for International Development and Management Sciences for Health under the terms of AID-OAA-11-00015 and Petros Faltamo . The opinions expressed herein are those of the author(s) and do not necessarily reflect the views of the US Agency for International Development.

---

Leadership, Management, and Governance - Ethiopia  
Management Sciences for Health  
200 Rivers Edge Drive  
Medford, MA 02155  
Telephone: (617) 250-9500  
<http://www.msh.org>



**USAID**  
FROM THE AMERICAN PEOPLE



**LEADERSHIP, MANAGEMENT  
& GOVERNANCE PROJECT**

Inspired Leadership. Sound Management. Transparent Governance



## Harmonized and Aligned Plans for Better Health Outcomes in Ethiopia

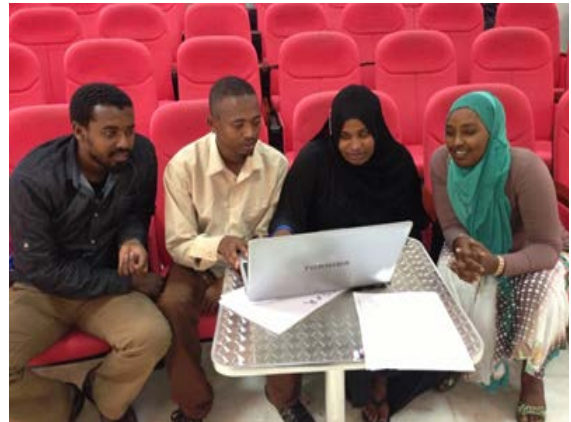
*Leadership from the Harari Regional Health Bureau are reaping the benefits of USAID-funded leadership, management, and governance training.*

### CHALLENGE

The Harari Regional Health Bureau works to reduce morbidity, mortality, and disability within the region. To help achieve its goal of ensuring a healthier community, the health bureau works with stakeholders. Despite its best efforts, in 2014, only 40% of health partners had aligned their plans with those of the government.

### INITIATIVE

To increase partner participation in health care planning, the USAID-funded Leadership, Management, and Governance Project conducted workshops from July 2013 to March 2014. The Harari Regional Health Bureau's Planning, Monitoring, and Evaluation Department is one of the nine teams that participated in this six-month workshop series, which centered on improving leadership, management, and governance skills.



Planning, Monitoring, and Evaluation team members discuss health care planning for the Harari Region

### RESULTS

After attending the workshop, the Planning, Monitoring, and Evaluation Department team felt more prepared to engage partners in health care planning. The team is now able to identify the root causes for poor alignment of plans, apply a stakeholder analysis, and utilize resource mobilization tools. Perhaps the most crucial result of this leadership, management, and governance workshop was the increase of stakeholder participation in health care planning. The number of partners who have now aligned and harmonized their plans, budgets, and reporting with government plans has increased from 40% to 87%.

*"I am now able to invest more time in high level strategic issues rather than in routine matters of the core process/unit and departments. This is because LM&G courses have empowered the staff to face challenges and achieve results independently."*

*-- Ato Afendi Beshu, Harari Region Deputy Bureau Head*