

Management Sciences for Health LMG Ethiopia Success Story: “One Step Towards Standardized Leadership, Management, and Governance Training in Ethiopia”

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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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One Step Towards Standardized Leadership, Management, and Governance Training in Ethiopia

CHALLENGE

A lack of standardized and harmonized leadership, management, and governance training materials has often been a challenge for the Ethiopian Federal Ministry of Health. Not having standardized training materials jeopardizes the quality of capacity building efforts throughout the country; standardization and harmonization of materials is one of the ministry’s key priority areas as part of improving leadership, management, and governance skills and practices within the health sector.

INITIATIVE

USAID provided technical and financial support to the ministry for the development of standardized and harmonized leadership, management, and governance in-service training modules, and initiated a Technical Working Group to develop the modules. More than 17 organizations, training institutions, universities, and government ministries attended the first meeting of the Technical Working Group. Representatives from the Federal Ministry of Health also attended the meeting, with great success. “It is not easy even to think about the development of the module without establishing the Technical Working Group,” Dr. Wondimeagne, Federal Ministry of Health Human Resources for Health Director, said. “Now, instead of delivering training on a very scattered platform, we are here together to harmonize modules that can be enjoyed by all stakeholders.”



Dr. Wondimeagne, HRH Directorate Director at the FMOH, delivering guidance for FMOH LM&G teams

RESULTS

The Technical Working Group developed three separate modules for senior, district, and facility level health center leadership and management teams. These standardized modules are currently being used for leadership, management, and governance trainings. All of the modules include a facilitator guide, participant manual, and reference pack.

The Technical Working Group’s work has enabled the standardized materials that reflect all stakeholders’ needs. The successful implementation of these materials has resulted in strengthened leadership, management, and governance skills for health workers throughout Ethiopia.
