Course Title: Leadership in Health Systems For 21st Century Managers

Overview

HeSMA East Africa has developed a specialized leadership program for healthcare professionals to enhance their competency in providing quality care amid global health system changes. The program aims to provide solutions to current healthcare issues and empower leaders to thrive in challenging times. The course is designed to reflect local contexts from a global perspective, featuring diverse global participants. As part of the LMG Program, we provide a course that focuses on developing practical leadership skills, as shown by successful healthcare leaders. This course delves in depth into the important leadership characteristics required to foster organizational cooperation and integrated healthcare initiatives that promote value-based care and cost-effective quality. This course is one of a series of academic courses designed to improve practical leadership abilities. This course teaches managers how to inspire individual and organizational greatness, build a common vision, and successfully manage change in order to achieve an organization's strategic goals and successful performance.

This course is designed to help you.

- The course is practical, focusing on your own context and drawing upon your organization's vision and mission to help you ensure that accountability exists through transparency and reporting mechanisms.
- It is suited to leaders and managers at any level in the health sector.
- Some previous experience in leadership and management helps you gather knowledge that helps you define the roles and responsibilities of managers in leadership.
- The program is tutor-led and utilizes available key resources in the health sector, providing you with expert advice, support, and guidance as you lead, manage, and govern.

Key competencies to be gained

By the end of the program, leaders and managers will be able to

1. Regarding the skills and behavior of leaders
   a) Articulate and communicate the mission, objectives, and priorities of the organization to internal and external entities.
   b) Incorporate management techniques and theories into leadership activities.
   c) Analyse problems, promote solutions, and encourage decision-making.
2. Regarding engaging cultures and environments

a) Create an organizational climate built on mutual trust, transparency, and a focus on service improvement that encourages teamwork and supports diversity.
b) Encourage a high level of commitment from employees by establishing and communicating a compelling organizational vision and goals.
c) Hold yourself and others accountable to surpass organizational goals.
3. Regarding leading change
a) Promote ongoing learning and improvement in the organization.
b) Respond to the need for change and lead the change process.
c) Leading for results
4. Driving Innovation
- Encourage diversity of thought to support innovation, creativity, and improvement. Target Group

Target group

Managers at operational, tactical, and strategic levels and other healthcare workers as follows;

- **National:** Ministry of Health Senior Directors, the Director of Medical Services, and the Afya House Department heads (Corporations and regulatory bodies Chief Executive Officers), Board members to National Departments, Programs, State Organizations, and National Assembly Committee members.
- **County Level:** The County Health Executive, County Chief Officer of Health, County Director of Health, and the County Health Management Teams, Subcounty, and other managers at operational, tactical, and strategic levels
- **Health Facilities:** Medical Sups, Hospital Administrators, and Departmental in Charges
- **Public and FBOs:** the Chief Executive Officers, Directors, Line Managers, Department Heads, Supervisors, and Coordinating Teams
- **NGOs:** Chief Executive Officers, Supervisors, Managers, and Team Leaders.
- **CBOs:** Board Members and Committees, CEOs and Directors

Topics

a) Foundational Attributes and Concepts in Leadership for 21st-Century Leaders (Student-Led)
b) Leading to achieve results (tutor-led)
c) Organizational change and leadership (tutor-led)
d) Improving the work environment to drive innovation to improve performance (tutor-led)
e) leading change towards universal health coverage (tutor-led project)
f) Leadership roles and skills (tutor-led)
g) Reflecting the needs and values; leadership model
h) Contemporary perspectives for effective leadership in health (self-directed and case study discussions)

The course runs virtually from April 8th 2024 to May31st 2024

For cost and admission call +254729872543 or email deboraharuya@hesma.or.ke