

# 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 course is designed to incorporate local healthcare challenges while including participants from various countries around the world. 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 thoroughly explores the essential leadership traits needed to encourage teamwork and implement healthcare programs that prioritize quality care and efficiency. This course is part of a comprehensive series of academic programs aimed at enhancing practical leadership skills across various healthcare settings. 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 enhance your leadership skills and thrive in challenging healthcare environments in the following ways;**

- 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.
- This course is suitable for leaders and managers at any level in the health sector due to its focus on practical leadership skills tailored to various organizational contexts.
- Previous experience in leadership and management enhances your understanding of managerial roles and responsibilities, aiding in the development of effective leadership skills.
- The program is led by tutors who leverage their expertise and experience in the health sector to provide you with expert advice, support, and guidance throughout your leadership development.

## **Key competencies to be gained**

Upon completion of the program, leaders and managers will acquire the following competencies:

### ***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.

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## 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*

- a) 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

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## 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)

## Logistical issues

The virtual course is scheduled to run from April 8th, 2024, to May 31st, 2024.

Group training is available upon request (conducted in cohorts).

20 CPD points for medical personnel (equivalent to 200 professional points for health managers)

COST: 10, 500 for Health Professionals (HeSMA Members get discount)

To register for the course visit; <https://form.smartsuite.com/scpob9ag/5WNWC6uWqW>

For admission Queries call +254729872543 or email [deboraharuya@hesma.or.ke](mailto:deboraharuya@hesma.or.ke)