Session 10: Group Work: Making a Leadership Action Plan

Form 4 groups for this task

In each of these groups, you should assume that you are a team of health workers in a certain health centre III, IV or hospital in a rural district in Uganda

Task:

1. Identify a Leadership challenge

Using your experience, examine the environment in a typical health centre III, IV or a hospital in the districts where you are attached

- Select a leadership challenge that you think the management and staff of this health unit can take on;
- It should be a challenge, not a routine problem
- It may be a service related issue (increasing coverage) or a management issue (improving patient care)
- State the challenge, clearly indicating the desired state and the main obstacle that needs to be overcome
- State it in form of a question: “How can the health centre ..........”

2. Root cause analysis

Conduct a root-cause analysis to identify the root causes of this problem

- You can use available tools like the fish-bone diagram or the 5-whys method

3. Creating an action plan

Using your experience, formulate a leadership action plan that will health the health unit team address this challenge. Use the following procedure

a. List all the activities that can help you address this challenge
b. Re-organize them in a way that they are in the order in which they will be implemented
c. Exclude some activities that are too difficult to implement within the means of this health centre
d. Put these activities in a table with 4 columns
   a. In the second column, indicate the person responsible
   b. In the third column, indicate the time-line
   c. In the fourth column, indicate the key output indication

The action plan table should look as follows:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Responsible Person</th>
<th>Timeline</th>
<th>Indicator</th>
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4. Examine your action plan

Examine and improve on your action plan

- You will pin up your action plans on the wall and present them as poster presentations

- You have 1 Hour to discuss and prepare the plan and 10 minutes each for the presentation