

**Module: Leadership Training Workshop for Health Professionals**  
**Organization: East Africa HEALTH Alliance**  
**Author(s): Prof. John T. Kakitahi, 2009-2012**

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## **Session 10: Group Work: Making a Leadership Action Plan**

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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:

Activity	Responsible Person	Timeline	Indicator

#### 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