

Module: Leadership Training Workshop for Health Professionals

Organization: East Africa HEALTH Alliance

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Leadership Challenges

SPH Team I

**Nabiwemba.E, Kakitahi.J, Mukanga.,
Mayega.R, Ekirapa.E**

Outline

- Definition of a challenge
- Leadership challenges
- How to identify a challenge

Leadership Challenges

- People develop their leadership skills in response to :
 - A significant challenge either as a group or individuals.
 - Feedback -Regarding their effectiveness in addressing the challenge.
 - Support from p'ple in authority, mentors etc

Challenge - Definition

- The task of a leader is to lead p' ple to face challenges, manager focuses on routine problems
- A Problem – there is a gap between your desired performance and results and your current situation.
- A problem becomes a challenge when we take ownership

As the saying goes, “if you don't own the problem, you cannot find the solution.”

Challenges

- How can we improve TB case detection rates despite low resources?
- It has two main parts
 - The issue that we want to take on
 - The obstacle that we want to overcome

It is essentially the reframing of a problem by turning it into a question that starts with *“How can I/we...”* and ends with *“given that...”*

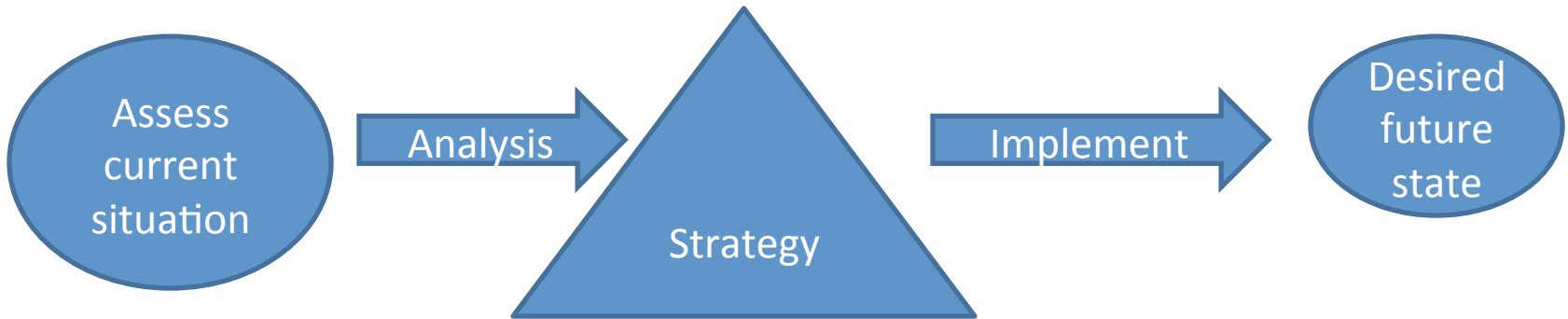
Challenges in the Health Sector

- How can we minimise drug stock outs inspite of limited resources?
- How can I motivate my staff to work when their salary is so low?
- How can we improve the quality of services offered when we do not have enough personnel, supplies and resources?

Role of the leader

- Leadership is a process of bringing a new reality and guiding a group of people to move from an unacceptable current state to a desired future state.
- Moving from the current state to the desired state is the challenge that the team faces.
- On this journey, a leader advances the change process using the four leadership practices

The challenge



PD-INEL Source Unknown

Challenges that groom leaders

- Leaders develop when they have an opportunity to address a leadership challenge
- Leaders do not identify and address the most important challenges by themselves. They do it together with the teams they lead
- They must develop skills to work in an environment that may be full of conflict or emotionally charged with different personalities

Challenges that groom leaders

Leadership challenges -3 imp characteristics:

- Not part of routine work. It cannot be addressed by being simply a good manager
- Success requires a profound change in the way things are done
- To get others to join in facing a leadership challenge, they will have to be led through a change process

Selecting the Right Challenge for Your Level

- The first step in leadership is to identify which critical challenges you need to address in order to fulfill your objectives.
- You then need to make a commitment to overcome the challenge and produce results.
- Eg. they may be internal challenges or external challenges

Selecting the Right Challenge for Your Level

- The challenge will depend on the type of organization, department, and level at which your team works, as well as the work context
- Identify and effectively deal with realistic and appropriate challenges, where you can have an impact
- Having an impact will only be possible when the critical internal and external challenges are dealt with successfully

Challenge for MUSPH team II

- How do we strengthen leadership training of MPH officers (and healthcare workers)
- Leadership activities are not part of the current training outputs in the MPH programme
- Leadership is addressed very briefly under the course on management

Group work

- Think of 3 challenges that you could address in the organization/ district where you work