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Management Development Institute Program Experience

**Implemented by Amref Health Africa
& Partners in West and South Africa**

Prof. Charles Mayaka

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MDI Partners

1. Funding Agency: Johnson & Johnson Group of Companies
2. Amref Health Africa
3. Ghana Institute of Management and Public Administration (GIMPA)
4. University of Cape Town Graduate School of Business
5. Institut Supérieur de Management/ International School of Management (ISM) – French
6. Nova School of Business and Economics - Portuguese
7. Global Business School Network

Challenges Facing African Health Care Organizations

- National and international health care reforms
- Decentralization of decision-making authority
- Acute shortage of resources including human resources, drugs, other supplies and equipment
- Emerging health problems & growing disease burden
- Increased demand for health services due to population growth

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Program Design

1. Recommendation and selection of a group of 2 – 3 participants from an Health Care institution
2. Curriculum relevant to the health issues of the region and emphasis on practical, relevant management competencies, with periodic review
3. Course delivered over 7 days by first class experienced local faculty
4. Participants received (online) and work on pre-workshop assignments before the in class training
5. Instructions focused on problem solving

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Program Design

6. Participants devote 2 hours every day during the workshop to develop an action plan – Community Healthcare Improvement Plan (CHIP) to address some identified institutional service delivery gap

7. Participants supported by experienced Teaching Associate to conceptualize and complete the CHIP

8. Online support with templates, assignments, training materials & real time Faculty evaluation

9. Follow up on implementation of the CHIP and mentoring of the MDI alumni

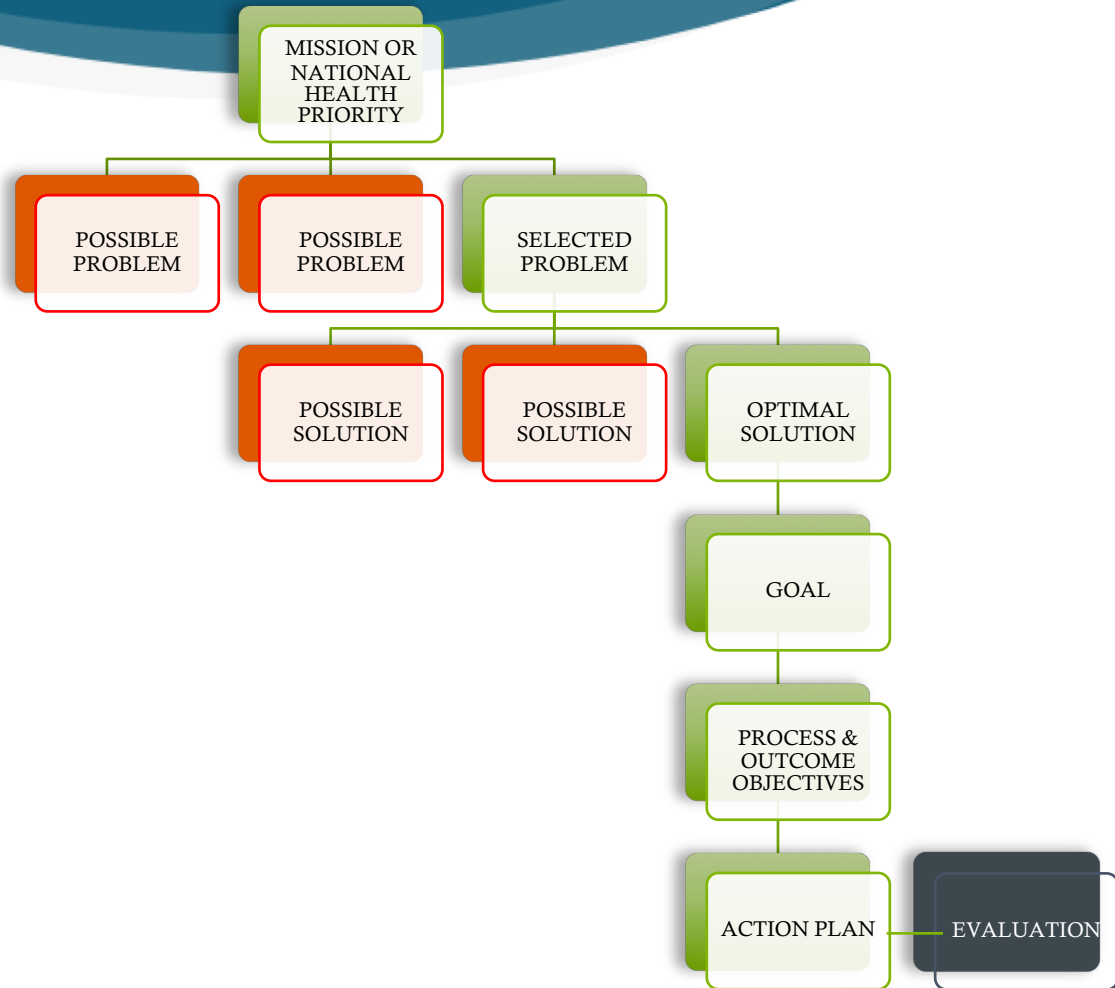**gbsn** Global Business School Network

Program Goal & Objectives

- Course designed to address the leadership and management competency gaps that exist within African health systems resulting to chronic poor health outcomes

- Aiming to improve service delivery across the health sector thereby enabling the realization of Universal Health Coverage (UHC) and the Sustainable Development Goals (SDGs)

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The MDI Curriculum Builds Relevant Management Competencies

Organizational Challenges, Issues & Obstacles

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Requisite Management Competencies: Skills, Knowledge & Abilities

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Curriculum

- Organizational Planning
- Monitoring & Evaluation
- Financial Management
- Health Info Systems
- Operations Management
- Social Marketing
- Health Economics
- Leadership & HRM
- Governance & Ethics
- Change Management

The MDI Focuses on Addressing National Health Care Priorities

The Structure of the Improvement Project Process: Problem Identification to Evaluating the Solution

Evaluating the MDI

Outputs ⟶ Outcomes ⟶ Impact

Short Term

Our Graduates

Efficient and Effective Health care Systems

Improved and better Health care Health Populations

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Alumni Networking

- Community of Practice through MDICHIP Portal

- MDI Alumni networking opportunities seeks for sharing lessons and to highlight success stories from the beneficiaries of the training

- Discussions focus on how to sustain resultant impact of leadership, management and governance in health systems and take advantage of innovations towards a healthier Africa

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