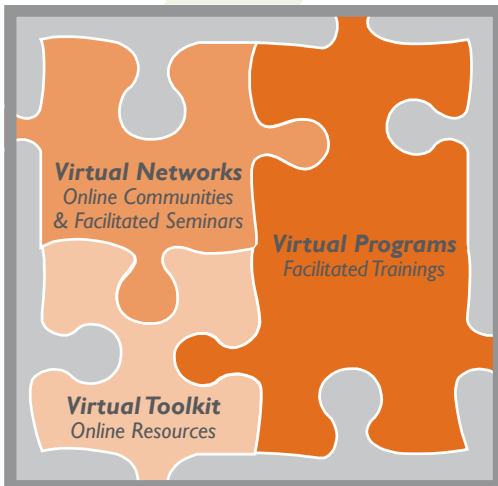




USAID
FROM THE AMERICAN PEOPLE



Virtual Leadership Development Program



MSH's Collection of Virtual Approaches

MSH Virtual Approaches Build Capacity In:

- Leadership Development
- Business and Strategic Planning
- Human Resource Management
- Board Governance
- Expanding Proven Health Practices

Designed for both public and private sector managers and their teams, the Virtual Leadership Development Program (VLDP) is a dynamically facilitated Internet-based learning program that strengthens the capacity of teams to identify and address health challenges. During the 13-week VLDP, each team develops an action plan to address a real organizational or programmatic challenge.

Health Professionals Need Leadership and Management Skills

Around the world, health professionals, doctors, nurses, pharmacists, and social workers are managing programs with little or no formal management and leadership training. These skills and sound management systems are critical to successfully functioning health organizations and institutions. To improve global health and the delivery of health services, these widespread management and leadership gaps must be addressed.

VLDP Results

The VLDP has been successfully adapted and implemented, helping teams address health management challenges related to reproductive health and family planning, HIV/AIDS, and child survival, among others. Results from the VDLP include:

- The Society for Family Health team from Zambia addressed the challenge of integrating male circumcision into the HIV counseling and testing services; One year later the team had completed 250 male circumcisions at a single facility.
- In Belarus, a team working on HIV/TB co-infection increased the number of sensitivity tests of patients to anti-TB medicines by 38%, decreased the lapse time between diagnosis of lung TB and multidrug-resistant TB by 44%, and increased the number of patients receiving adequate TB treatment by 21%.



VLDP Objectives

At the end of the 13-week program, participants will be able to:

- Conduct a leadership and management self-assessment to identify strengths and weaknesses in leading and managing skills and opportunities to improve these skills
- Work as a team to create a shared vision, mission, and measurable result achievable within six months and conduct an analysis of the barriers to achieving this result
- Identify an organizational challenge present in the current situation and create an action plan to address the challenge with support and feedback from technical experts
- Communicate more effectively with their colleagues

In addition participants will have used the following tools to better understand their strengths and identify their weaknesses in leadership and management:

- Leadership Assessment Instrument, which helps professionals understand the five leadership competencies and skills and create a professional development plan
- Strength Deployment Inventory, which assesses one's personal motivational value system in order to help build team relationships and manage conflict

VLDP Content

During the course of the program, participants working as a team learn and develop key leadership and management competencies and determine how they can address organizational challenges by aligning and mobilizing their team, systems, and resources. With feedback and support from program facilitators and a monitoring and evaluation expert, teams design a measurable result, appropriate action plan, and corresponding indicators.

Six-months after the VLDP, facilitators follow-up with teams to gather information and data about the progress they have made on implementing their action plan and addressing their challenge. Often teams have surpassed the measurable result they set to achieve and have used the process learned in the VLDP to address another challenge.

Program Eligibility

- Teams interested in improving leadership, management, and communication capacity

Technology Requirements

- Reliable access to a computer and the Internet
- Minimum 56.6Kb/s modem connection speed
- Internet Explorer 5.1 or higher
- Microsoft Word and Adobe

Team Commitments

- Four to ten active team members
- Participants located in the same office/area
- Participants work together on a regular basis on a common objective or goal
- Individual participation of 4 to 6 hours per week during the program
- Attendance at regular team meetings during the program
- Implementation of an action plan to address an identified challenge
- Reports on team achievements to date six months after the end of the program

For additional information, go to <http://programs.msh.org/clm>, or contact us at virtualprograms@msh.org