

VIRTUAL LEADERSHIP DEVELOPMENT PROGRAM

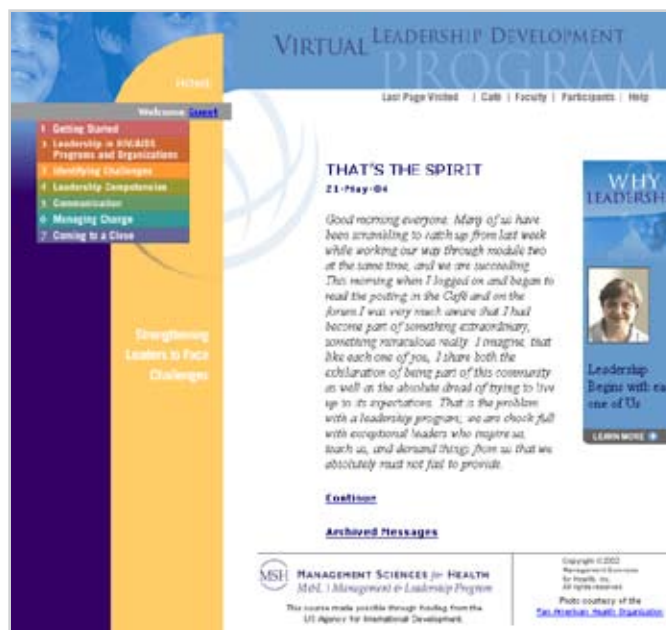
Strengthening health managers and their teams to address real organizational challenges

The Virtual Leadership Development Program (VLDP) is a web-based learning program that strengthens the leadership capabilities of health managers and their teams to achieve improved organizational results. Rather than giving a few top-level managers off-site leadership training for a solid one to two weeks, the VLDP trains teams on-site and virtually over a span of 13-16 weeks (requiring approximately four hours per week of commitment). Team members work individually on the VLDP website with additional support from workbooks sent to all participants, and participate in on-site team meetings within their organizations.

The VLDP's seven modules guide the teams in identifying and addressing real organizational challenges while strengthening their leadership skills. After completing the program the teams continue to receive follow-up support through participation in LeaderNet, a virtual leadership network where they can access materials, exchange ideas, and participate in virtual seminars on management and leadership and other events. Designed for both public and private sector managers and their teams, the VLDP is easily integrated with other training and technical assistance.



For more information, contact:
Karen Sherk (ksherk@msh.org)
or VLDP@msh.org



The VLDP is available in Arabic, English, French, Portuguese, Russian, and Spanish.

Select Team Results

- In Ecuador, the NGO CEMOPLAF set a goal to strengthen small basic pharmacies. Following the VLDP, all its pharmacies completed a financial analysis, new operational manuals were developed, and the pharmacies as a whole experienced an 8% increase in sales and a 7% increase in sustainability.
- In Uganda, the Joint Clinical Research Centre (JCRC) set a goal to increase regional access to ARV drugs in 26 ART clinics. After completing the VLDP, the JCRC has opened six more ART sites and has increased access to ARVs by 10%.

Program Content

The five content modules of the VLDP cover the following topics:

- Introduction to Leadership in Health Institutions
- Facing Leadership Challenges
- Competencies in Leadership
- Communication
- Change Management

Every module is structured to include individual work combined with team meetings. The modules enable team members to address their organizational challenges, complete their action plans, and practice leadership skills. Internet-based discussion facilitated by the program faculty provides a mechanism for exchanging ideas among the participants and among teams.

Program Objectives

The VLDP develops leaders who can:

- Identify and address key leadership challenges within their organizations.
- Recognize opportunities for themselves, their teams, and their institutions.
- Focus on achieving challenging institutional priorities.
- Align and mobilize people, systems, and resources.
- Inspire personnel.
- Support and participate in a network of leaders in health institutions.

Results

- To date, the VLDP has reached:
 - More than 200 teams
 - More than 1,600 participants
 - More than 45 countries
- Improved team climate and team work
- Demonstrated results in addressing organizational challenges

Program Requirements

Organizational

The Virtual Leadership Development Program is suitable for all types of public and private-sector health organizations, including direct-service organizations, capacity-building organizations, faith-based organizations, and National AIDS Commissions working in family planning/reproductive health, HIV/AIDS, and other public health areas.

Technical

- Reliable access to a computer connected to the Internet
- Minimum 56 Kbps modem connection speed
- Internet Explorer 5.1 or higher

Time

Organizations must guarantee the participation of their team and provide at least four hours a week during the work week for the team to meet and complete the program assignments both individually and as a team to work on their identified institutional challenge.

“The team has come up to appreciate the work they are doing by understanding that the vision is one, appreciate each others efforts and contributions, try to inspire others and communicate effectively and promptly, which has led to the improved service delivery. I am convinced that each participant is putting into practice what had been learnt and the quality of service delivery has continued to improve.”

—Participant, VLDP Africa



Developed with funding from the United States Agency for International Development.