



# Three-day “Leadership and Organisation” Introductory Course

November 20, 2021

## Introduction

In May 2021, the Ministry of Health (MoH) and Mercy Ships conducted the “Surgical Care System Needs in Liberia” workshop in Monrovia. The participants came from different hospitals selected by the Assistant Minister, Dr. Logan, as well as from the MoH and other partners. During the workshop, needs and challenges were listed and discussed with the aim of developing a 5-year plan for strengthening the health system (primarily surgery) in Liberia.

One of the challenges which were brought forward by the participants, - and later by the leadership of the MoH, was the need for leadership development. None of the medical educational institutions are offering courses in leadership, - and it is also difficult to find relevant leadership courses among the universities.

It was therefore agreed that Mercy Ships should present:

- A three-day introductory course in leadership (and organisation) – this document
- A two-year leadership development process where actual leaders will receive training, - and put new knowledge to work in the hospital/institution where they are serving today.

This short document will present an overview of the three-day training course

## Proposed Workshop Objectives

This three-day course is an introductory course where:

- the leadership platform of MoH is presented (if MoH wants to have a leadership platform)
- models and tools for working on leadership and organisation are presented,
- a concept of “heathy leaders in healthy hospitals” is proposed and discussed,
- indicators for successful hospital leadership are discussed
- a two-year leadership development process is being presented
- the participants and the facilitator(s) learn to know each other and where trust is being built,

This course is like an “leadership development appetizer”. The participants will get a feeling of what this leadership development model is all about, and they will look at leadership methods/tools and test a few of these.

## Dates and Locations

This three-day course may be run at three different hospitals in different parts of Liberia. Here the following dates and hospitals are suggested based upon communication with the three hospitals

- First course : November 17-19, 2021
- Second course : November 23-25, 2021
- Third course : November 30 – December 2

Session times would be proposed as follows **(to be discussed with each institution):**

Day 1	09h00 – 16h00	Breakfast at 08h00	Lunch 12h00-13h00
Day 2	09h00 – 16h00	Breakfast at 08h00	Lunch 12h00-13h00
Day 3	09h00 – 15h00	Breakfast at 08h00	Lunch 12h00-13h00

The Mercy Ships consultant will travel to the hospitals outside Monrovia and run the training locally. Mercy Ships will provide lunch and refreshments.

## Proposed Workshop Participants

The leadership groups in the above-mentioned hospitals are invited for the training

## Proposed Workshop Agenda Items

Below a day-to-day program is suggested. However, **the Mercy Ships Facilitator wants to discuss this plan with the individual hospital leadership** to make sure the program will be experienced to be relevant to the participants.

### Day 1

Time	Topic	Resp.	Comments
08 am	Breakfast		
09 am	Welcome – presentation of participants		
09.30 am	Introduction to Leadership and Organisations		
10 am	Organisational values and Organisational Culture		
12 am	Lunch break		
01 pm	Healthy Leadership in Healthy Hospitals Assessment – and the value of trust, of feedback, of learning ... MoHs leadership platform		Using the medical language to show that it is important for leaders to work in a healthy environment
02.30 pm	Coffeekbreak		
03 pm	Teamwork		
04 pm	Closing		

### Day 2

Time	Topic	Resp.	Comments
08 am	Breakfast		
09 am	Development of Ground rules for communication and cooperation		Individual work and group work. Goal: to come up with a set of agreed ground rules among the participants
10 am	Continue development of Ground rules		
11 am	Continue development of Ground Rules		
12 am	Lunch break		
01 pm	What leaders do		
02 pm	Leadership and Fear – Leadership and Trust		
03 pm	Presentation and discussion on Learning		
04 pm	Closing		

### Day 3

Time	Topic	Resp.	Comments
09 am	Challenges in leadership – the temptations of power ....		
10 am	What parameters to use to evaluate if a hospital is run successfully?		We need to agree on what indicators to look at to see if the hospital is run well, - and we

			need to agree on some baseline values for these indicators
11 am	Presentation and discussion on Competence and capacity		Presentation of the comfort zone tool
12 am	Lunch break		
01 pm	Leadership Development Model		Presentation of the two-year leadership development process for leadership teams. For ELWA to decide if they want to be part of this
02 pm	Questions, comments, challenges from the participants		
03 pm	Closing		