

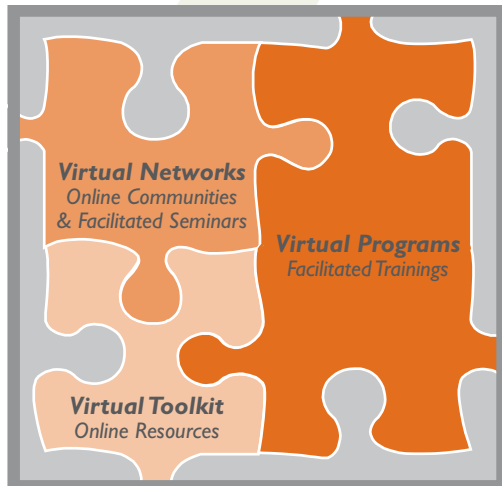


USAID
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Virtual Learning for Strengthening Leadership, Management, and Governance

Fact Sheet



MSH's Collection of Virtual Approaches

With funding from USAID, Management Sciences for Health (MSH) has developed Internet-based distance learning programs, networks, and resources to address gaps in health professionals' management and leadership education. First launched in 2002, these virtual offerings focus on leadership development, business and strategic planning, human resource management, board governance, and other organizational needs. Through one or more of these web-based learning activities, more than 7,000 health professionals from 140 countries have become managers who lead.

Challenging Health Professionals to Learn New Skills

Many health programs and organizations around the world are led by professionals with little formal education in leadership, management, or governance. At MSH, we believe that to truly impact family planning, reproductive health, and child mortality, and to advance the battle against HIV/AIDS, we need to consider leadership and management training as important as clinical training for people working in the health system. Too often these skills are overlooked.

Delivering Accessible Programs, Networks, and Tools for Learning

- Eight-to-twenty-week programs available in multiple languages for health teams to develop and implement a focused action plan. Facilitation and follow-up provided by MSH organizational development specialists.
- Multilingual online networks that host periodic seminars, allowing for cost-effective worldwide knowledge exchange in priority health management and leadership issues.
- A comprehensive, multilingual electronic library of tools from MSH and other organizations that help build knowledge and skills in leadership, management, and governance.

"This is the most exciting mode of learning I have come across. It has taught me to be a good manager who leads and to become an inspiration to others."

~ Virtual Program Participant

MSH Builds Capacity In:

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



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Virtual Programs

MSH's virtual learning programs are facilitated by organizational development specialists and experts in key health and technical areas. Programs enroll up to 12 organizational teams that consist of 4 to 10 people who work together on a regular basis. MSH's virtual programs require that participating teams develop and implement an action plan, a strategic plan, or a business plan during the 8-to-20-week program period. Facilitators follow-up with teams six-months post-program to check in on their progress.

The programs are available in at least two languages (English, Spanish, French, Portuguese, Arabic, or Russian):

- **The Virtual Leadership Development Program**, also known as the VLDP, a 13-week program that strengthens the leadership of teams by identifying key areas for organizational improvements in a step-by-step process. The VLDP is available in all six languages.
- **The Virtual Strategic Planning Program**, a 17-week program that supports teams as they develop an organizational strategic plan.
- **The Virtual Business Planning for Health Program**, a 20-week program that assists teams in the development of a business plan for a new or extension of a product or service.
- **The Virtual Human Resource Management Program**, an 8-week program in which teams assess their human resource system and develop an action plan to improve priority areas.
- **The Virtual Civil Society Organization Board Governance Program**, an 8-week program in which teams develop a plan to improve governance of their board.
- **The Virtual Fostering Change Program**, a year-long program that helps teams to identify a proven health practice and then scale-up its implementation.

Virtual Networks

LeaderNet and the Global Exchange Network for Reproductive Health are multilingual networks each with over 3,000 health professionals from more than 140 countries. These networks host seminars online that allow for a worldwide exchange on priority health management and leadership topics.

Virtual Resources

The Health Manager's Toolkit is a multilingual electronic library of tools provided by MSH and partner organizations that health professionals can use to build their knowledge and skills in leadership, management, and governance. The Toolkit has an average of 7,000 unique visits per month.



Virtual Program Highlights

- Society for Family Health, a team from an HIV & AIDS organization in Zambia participating in the Virtual Leadership Development Program (VLDP) identified and developed a plan to provide male circumcision in their voluntary counseling and testing services. Eight months after completing the VLDP the team reported that 250 circumcisions had been completed at one of their sites.
- Apoyo a Programas de Población, a team from a family planning organization in Peru that participated in the Virtual Business Planning for Health Program secured more than \$47,000 from the Peruvian government to make spermicidal latex condoms available for low-income young adults.
- Profamilia, a team from a Nicaraguan family planning organization that participated in the Virtual Strategic Planning Program developed and implemented a strategic plan to strengthen their pharmacy services and increase their number of family planning consultations.

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