

# LEADERSHIP & MANAGEMENT COURSE (for Strengthened Public Health Services)

## Course overview

There are critical shortages of equipment, staff, medicines and funds in low- and middle- income countries (LMICs), making the delivery of quality health services to the public highly challenging. To ensure the effective and efficient utilization of limited resources in health programmes adequate management capacity is required.

The *Leadership & Management* course is aimed at developing participants' leadership and management competencies, necessary for planning, design and implementation of improved public health services, delivered in highly practical, context-sensitive and interactive training units.

## What is the course purpose?

The *Leadership & Management* Course was designed to help address the lack of sufficient leadership and management capacity in LMICs, which is essential for improving effectiveness and efficiency of health care services in these countries.

By building leadership and management capacity in health care programmes, public health services are strengthened.

## Who can participate?

The course is intended for people working in health care programmes in LMICs. These include clinicians, educators, researchers, programme / project coordinators and managers as well as administrators involved in public health care initiatives in the development field.

While the course is centrally about capacity development in eye care programmes, the principles and techniques are applicable across the different health programmes in most countries' health systems.

The course language is English but can be made accessible to speakers of other world languages through translation and interpretation enhancements.

## How is the course structured?

The coursework is covered online over 12 weekly sessions, with each session (details in box alongside) comprising of:

- a video lecture (downloadable),
- a Powerpoint presentation,
- reading materials, and
- an activity to be completed before the end of following week.



## Course outline

	Aspects covered	Duration and mode
<b>Phase 1</b>	<ul style="list-style-type: none"> <li>• Introduction and exploration: What is leadership?</li> </ul>	2 weeks
<b>Phase 2</b>	<ul style="list-style-type: none"> <li>• Personal leadership development</li> <li>• Situational leadership &amp; contextual awareness</li> <li>• Strategic leadership &amp; business planning</li> <li>• Team leadership and communication</li> </ul>	5 weeks (2 weeks contact option, if available)
<b>Phase 3</b>	<ul style="list-style-type: none"> <li>• What is management?</li> <li>• Management functions</li> <li>• Management practices: personal and personnel</li> <li>• Managing resources: time, cost &amp; quality</li> <li>• Managing situations: change, conflict &amp; crisis</li> </ul>	5 weeks (2 weeks contact option, if available)

# LEADERSHIP & MANAGEMENT COURSE (for Strengthened Public Health Services)

## Which teaching methods are used?

Faculty engage with participants over the available platforms (email, Vula, Zoom), presenting didactic lectures to cover the basic principles of the topics. This can be synchronous or asynchronous. The concepts are elaborated with examples, discussions, quizzes and further readings, before participants are required to complete an activity. These exercises aim to cultivate interactive engagement with the topics amongst the participants and the faculty, while also used for assessment purposes.

## What are the main outcomes of the course?

The course guides participants to obtain the core knowledge, skills and understanding of the principles, techniques and application of:

- **Effective** leadership and management practices and approaches;
- **Personal and ethical** leadership and management;
- **Strategic and situational** leadership and management; and
- **Team** leadership and management

*The principle output of the training is an individualised personal leadership and management development framework.*

## How is the course work assessed?

Participants must complete and submit weekly activities on time for assessment and consolidation of learning, in addition to two multiple choice- type tests. Participants submit their homework and test answers to faculty via email or Vula, who review or mark them and give feedback via the same channels. Participants must complete all activities and pass both tests to earn a “successfully completed” certificate.

## Who offers the course?

The course is offered by the Community Eye Health Institute in the Division of Ophthalmology of the Faculty of Health Sciences at the University of Cape Town, South Africa.

It is taught by local and international faculty who have expertise in community ophthalmology, public health, epidemiology, advocacy, health professional education, health programme management and leadership.

## What type of certification is provided?

A **certificate of completion** is issued by UCT’s Community Eye Health Institute after successfully completing course assessments.

**Continuous Professional Development** (CPD) certification can be earned by all fee-paying participants.

## What are the costs involved?

1. The first phase (*Introduction and exploration*) is offered free of charge. CPD points are available at a nominal fee.
2. To complete the full course, a total fee of \$500 is payable.
3. A 20% reduction of fees is applicable if more than 5 applicants (and 40% reduction if more than 10) enrol for the course from the same (fee-paying) organisation.

## How can I apply?

Application should be made by completing a UCT-CEHI SPHS Training application form and be sent to: [cehi@uct.ac.za](mailto:cehi@uct.ac.za).

**CLOSING DATE: 31 December 2020**