

*"Leadership when done well produces high levels of employee commitment and motivation."*

### About the Institute

The National Institute of Health and Family Welfare is a premier autonomous Institute, funded by the Ministry of Health and Family Welfare, Government of India. It has kept pace with the new thinking and substantially contributed to the health manpower development in the country.

NIHFW serves as an apex 'technical institute' as well as a 'think tank' to promote national health and family welfare programmes in the country through education and training, research and evaluation, consultancy and advisory services, specialized projects, etc.

*"The very essence of leadership is that you have to have vision. You can't blow an uncertain trumpet."*

*~ Theodore M. Hesburg*

### Location of the Institute

It is situated in South Delhi, near Jawahar Lal Nehru University and Munirka DDA Flats. It is easily accessible from both the Indira Gandhi International Airport and the New Delhi Railway Station (distance approximately 7 kms. and 15 kms. Respectively). Prepaid taxis/auto-rickshaws are available.



## Course Coordinating Team

Course Coordinator Prof. Rajni Bagga

Course Co-coordinator Prof. V.K. Tiwari

Course Associate Dr Sangita Mishra  
Dr Ramesh Gandotra

### Accommodation

Moderate hostel accommodation at nominal rates would be provided, to the participants only, within the Institute's campus.

### Last date for sending nomination

23<sup>rd</sup> November , 2017.

### Venue

Teaching Block,  
National Institute of Health and Family Welfare,  
Munirka, New Delhi-110067.

### Weather

Weather in December, in Delhi, is usually cold and light woollens may be required.

*"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."*

*~ John Quincy Adams*

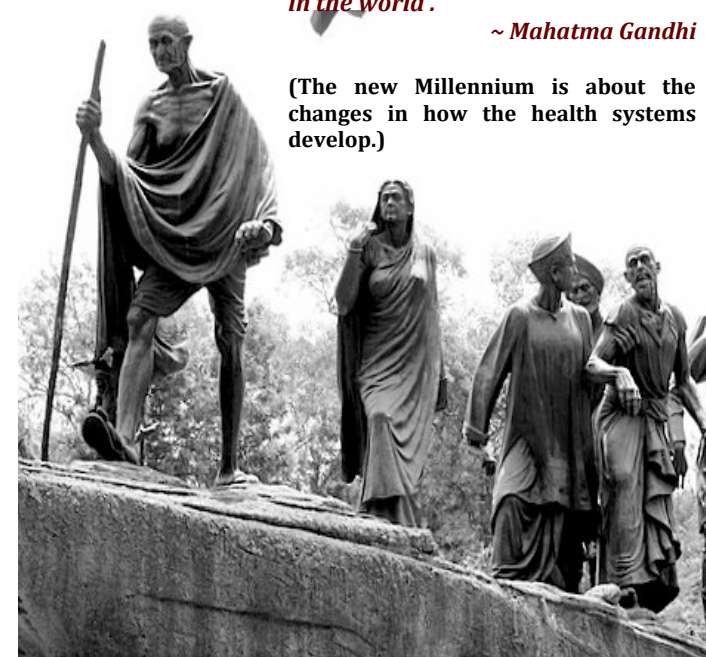
## Training Course on Leadership Development in the Health Sector

4<sup>th</sup> -8<sup>th</sup> December , 2017

*"Be the change that you want to see in the world."*

*~ Mahatma Gandhi*

(The new Millennium is about the changes in how the health systems develop.)



### Further Correspondence to be addressed to:

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## Introduction

The Government of India launched National Rural Health Mission in April, 2005 aimed at bringing about dramatic improvement in the health system and the health status of the people. Its plan of action includes increasing public expenditure on health, integrating organizational structure, optimization of health human power, decentralizing management of health programme, active participation of communities and PRI's etc. The mission seeks to provide universal access to equitable, affordable & quality health care which is accountable at the same time responsive to the needs of the people, reduction of child & maternal deaths as well as population stabilization, gender & demographic balance. In this process, the mission aims to help achieve goals set under the National Health Policy & the Millennium Development Goals.

In the last five years, NHM has shown remarkable changes but one more year is remaining & three years remain to achieve the Millennium Development Goals (MDGs) as per the commitment made at the International Conference for Population & Development (ICPD).

The newer health initiatives under NHM, have made available the resources such as financial and other improvement in infrastructure etc. but to achieve the goals of NHM and MDGs, there is need for strong leadership with foresight who are able to strategically manage financial and human resources, collaborate across other sectors for inter sectoral collaboration, envision novel ways of operating, and effectively set priorities and allocate resources. Human Resource shortage & the optimum utilization of these available resources, rather than the availability of funds, have become the major impediment to achieving the health goals. It is increasingly realized that to achieve the NHM Goals & the MDGs, we need to pay attention to build leadership in the Health sector. Good leadership implies the ability to be a visionary in order to create, to inspire, to influence, and to guide. More specifically, being a leader in the health sector means having an enhanced ability to think strategically, to communicate effectively, to make decisions using health and family welfare data, and also to manage conflicts.

To fill this gap, NIHFV is making an endeavor to develop and organize a five days training course on "**Developing Leadership in the Health Sector**" to face challenges and to achieve the goals. Therefore it is hoped that this endeavor will help create such a vision for health sector leadership.

*"Do not follow where the path may lead. Go instead where there is no path and leave a trail."*

*~ Harold R. McAlindon*

## Specific Objectives

At the end of the training course, the participants should be able:

1. To explore their roles and responsibilities as per the challenges in achieving NHM and sustainable Goals.
2. To develop Leadership styles and skills and to move beyond current level of achievement by developing vision and setting new benchmarks.
3. To explore their role for developing measures for effective communication and work motivation in order to develop the organizational culture.
4. To learn to develop strategies for initiating and managing sustainable changes in the health sector.
5. To acquire leadership skills for scientific decision making and problem solving approach.
6. To develop an action plan for developing and applying the leadership Skills for maximizing the potential of the available human power in the health sector for achieving the NHM and SDG goals in the millennium

## Course Contents

- Challenges in achieving NRHM and MDG goals
- Importance of Leadership for achieving NRHM & MDG goals
- Developing Self-Awareness and Building Emotional Intelligence
- Developing Leadership styles and skills
- Leading with Vision
- Organization Development and Managing sustainable change
- Organizational and Interpersonal Communication
- Developing measures for HR motivation and building Organizational Culture
- Working with Others & Building Teams
- Setting Benchmarks
- Management of Conflict
- Management of Stress
- Management of Time
- Effective Coaching & Counseling
- Yoga for Healthy Lifestyles

## General Objectives

To enhance the leadership competencies of Policy Makers and Senior Health Administrators for creating a vision for building the health sector by bringing about sustainable changes.

## Course Methodology

The complete training course would be based on participatory & experiential process with coordinators playing the role of true facilitators. This learner-centered approach to be adopted by the facilitators would include activities designed as interactive and experiential with the resulting emphasis on learning by doing, by employing the following methods: -

- Self analysis by participants about their styles & behavior,
- Case Studies,
- Exercises/Games,
- Group Discussions,
- Role-play,
- Participant's presentations.

## Duration

5 days (4<sup>th</sup> – 8<sup>th</sup> December, 2017).

*"Good Leadership & management are about providing direction to, & gaining commitment from partners & staff, facilitating change & achieving better health services through efficient, creative & responsible deployment of people & other health resources."*

*~ WHO/EIP/Health Systems/2005.1*

## Number of Participants

One or two from each state/organization to be nominated, and total 20-25 participants would be recruited.

## Nature of Participants

This specialized leadership development training course is designed for:

- Senior Policy Makers both from Central and State Health & Family Welfare Departments.
- Senior Health Administrators from Hospitals & Medical Colleges and other analogous organizations.

## Course Fee

Rs. 5,000/- per participants will be charged as course fee. The TA/DA expenditure of the participants will be borne by the respective States/Organizations.