The Healthcare Leadership Academy

Transforming Leadership and Governance in the Healthcare Sector

Capacity Development Approach
Healthcare system performance across Sub-Saharan Africa is sub-optimal with significant room for improvement

<table>
<thead>
<tr>
<th>Supply</th>
<th>Demand</th>
<th>Governance</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image1.png" alt="icon" /> Sub-Saharan Africa accounts for 11% of the world’s population and 24% of the global disease burden¹</td>
<td><img src="image2.png" alt="icon" /> Nigeria has highest share of out-of-pocket expenditures, resulting in more than 1.3 million Nigerian pushed below the poverty line¹</td>
<td><img src="image3.png" alt="icon" /> Only 40% of clinicians in Nigeria were able to accurately diagnose 5 of the most common health ailments²</td>
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<td><img src="image4.png" alt="icon" /> Annually, it is estimated that Africa loses more than $2 billion through brain drain from the healthcare sector ³</td>
<td><img src="image5.png" alt="icon" /> Sub-Saharan Africa has access to only 3% of world healthcare workers and a deficit of more than 1.8 million healthcare professionals⁴</td>
<td><img src="image6.png" alt="icon" /> Only 42.4% of Sub-Saharan Africans are satisfied with the quality of healthcare in their area which is the lowest in the world⁵</td>
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Not surprisingly, weak healthcare systems have led to catastrophic results

Did you know?
In the developing world, a patient is 100,000 times more likely to be harmed while receiving care than traveling by plane.
Every system is perfectly designed to achieve exactly the results it gets.
Health system under performance can be addressed using WHO’s health system building blocks, with leadership and governance cutting across.
With this in mind, Healthcare Leadership Academy (HLA) is a social enterprise, established in 2015 as a platform to support the capacity development of healthcare professionals.

To transform healthcare in Africa by developing the next generation of healthcare leaders who excel in governance and the provision of services.

To achieve this, the HLA offers a menu of innovative and carefully curated capacity building programs to healthcare professionals across various cadres, disciplines, and sectors.
We have a multi-dimensional approach to developing leadership in healthcare, with a strong emphasis on personal responsibility.

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<tr>
<th>Individual</th>
<th>Organisation</th>
<th>Community</th>
<th>System</th>
<th>Population</th>
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<tr>
<td>Strengthened leadership, management and quality improvement capabilities of health workers and managers</td>
<td>Positive transformation of the individual’s organisation due to strengthened skills in governance and service provision</td>
<td>Organisation plays a pivotal role in the community through strong leadership, management, and partnerships with patients</td>
<td>Transformation of health systems in Africa and advancement towards the ‘Quadruple Aim’</td>
<td>Improved health through the demonstration of effective governance and execution by healthcare institutions</td>
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</table>
Using the balance scorecard, we have adopted a human-centred approach addressing the soft and technical skills of leadership.

- Improved financial management
- Enhanced professional relationships
- Better access to care
- Improved operational management

- Reduce per capita cost of care
- Financial viability
- Diversification of revenue
- Quality improvement initiatives
- Improving client-provider communication
- Patient empowerment
- Political sensitivity
- Accountability
- Change management
- Greater job satisfaction
- Improved financial management and planning
- Strategic management
- Operational effectiveness
To date, HLA programs have played a significant role in health systems strengthening across Africa

**HLA at a Glance**

<table>
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<tr>
<th>500 trained</th>
<th>Results:</th>
</tr>
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<tr>
<td>6 course offerings</td>
<td>• 100% of participants (in our flagship program) interviewed by IHI report positive behavioral change as a result of the program</td>
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<td>More than 100 quality improvement projects including: Reduce malnutrition in under 5 population, improving availability of life saving commodities, standardizing operating procedures</td>
<td>• Peers and subordinates of HLA participants interviewed by IHI report changes in participants’ leadership and communication</td>
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<td>10 global partners/collaborators and counting….</td>
<td>• Kirk Patrick Learning Evaluations reveal an average learning gain of more than 25% in our Quality Improvement modules</td>
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Kirk Patrick evaluations reveal participants believe that our programs have contributed to positive behavior change.

Testimonials:

- “I now know how to teach patient centered care to other staff in my organization! That is HUGE!!”
- “We only saw ourselves as out to make money before HLA, we did not see our role in the community. All of that has changed. Now...we contribute actively to the health and development of the communities”
- “This was quite an interesting and highly educative training which should be brought to the knowledge of many health professionals”
- “I am a more confident leader; I learnt proper organization and management; [The program]has given me better running of my personal life”
Interested in joining the healthcare revolution? We offer many opportunities for collaboration

• Host one of our monthly webinar series
• Become a mentor or coach
• Host one of our alumni engagement events
• Contribute to our blog posts
• Sponsor a student
• Make a financial or in-kind contribution
Thank You

- Want to know more about us? Visit www.hlaafrica.org
- Questions? Reach out to us at info@hlaafrica.org or anuli.erike@hlaafrica.org
- Interested in collaborating with us by being a faculty member, mentor or coach? Let us know at info@hlaafrica.org
The End