

# YOUNG LEADERS PROGRAM

for Health Systems  
Strengthening



## Leadership Workshop

### Agenda

Phnom Penh - June 14<sup>th</sup>- 16<sup>th</sup>, 2024

The **Young Leaders Program** is conceived as a learning space to empower emerging young leaders interested in policy work within the health sector in Cambodia. Unlike traditional training courses, this program is devised as a transformative learning process where emerging leaders in health policy come together to understand the complexity of the social and health landscape in the country and appreciate and learn to utilize suitable frameworks and tools to address the leadership challenges it faces, in an adaptive and transformative manner, towards long-term impact.

### Outcomes and Objectives

This program is committed to amplify the influence of young leaders involved in health by sharing state-of-the-art leadership foundations and practices to contribute to strengthening the Cambodian health system.

By the end of the program participants will be able to:

- **Become a Change-Maker Leader:** develop skills to create positive and lasting changes in healthcare. You'll explore how to inspire others, build strong teams, and overcome challenges to make a real difference.
- **Think Big Picture:** Health systems are complex, with many parts working together. You'll learn how to see these connections and consider how your policy decisions can impact the entire system, leading to greater improvements overall.
- **Be Flexible and Adaptable:** Healthcare challenges are constantly changing. You'll learn how to adjust your approach based on new information and challenges, and how to encourage others to do the same, leading to more effective health policies.
- **Put Your Knowledge into Action:** You'll learn about key concepts, frameworks, and tools, but more importantly, you'll focus on how to apply these learnings to strengthen health policy interventions.

<b>Young Leaders Workshop Agenda</b> Phnom Penh, Cambodia	
Day 1: June 14, 2024	
<b>Afternoon</b> (15.00 – 18.00)	<ul style="list-style-type: none"> <li>• <b>Introduction to the Cambodian Health System</b></li> <li>• <b>Introduction to the Young Leaders Program</b></li> <li>• <b>HH/Reception</b></li> </ul>
Day 2: June 15, 2024	
<b>Morning</b> (08.30 – 12.30)	<p><b>Systems Thinking: Exploring System Dynamics</b></p> <p><b>Objectives:</b>  This session gives participants the basis to understand system dynamics when applied to health systems. It will provide participants with a conceptual framework and application case to explore how to engage in systems' strengthening, identify existing mental models, and mobilize systems thinking as a tool to maximize policy impact at system level.</p> <ul style="list-style-type: none"> <li>• <b>Expert input, reflection and experiential learning exercise.</b></li> </ul>
<b>Afternoon</b> (13.30 – 17.30)	<p><b>Transformative Leadership: Framework and Competencies for Health Systems Strengthening</b></p> <p><b>Objectives:</b>  Building on the previous session, this session will introduce participants to the broader issue of systemic complexity and explore required leadership competencies needed to enact and activate changes in health systems.</p> <ul style="list-style-type: none"> <li>• <b>Expert input, reflection and group work.</b></li> </ul>
Day 3: June 16, 2024	
<b>Morning</b> (08.30 – 12.30)	<p><b>Adaptive Strategy: Overcoming Failure to Change</b></p> <p><b>Objectives:</b>  This session will provide a framing to understand key obstacles and strategies for effective systems change. It introduces the notion of adaptive responses to deal the disequilibrium that comes with implementing change and explores limiting mindsets that interfere with successfully enacting new ideas and behaviors in the policymaking arena. This session provides a pathway to acknowledge those limitations and offers a space to reflect on different stakeholders' perspectives when pursuing common goals.</p> <ul style="list-style-type: none"> <li>• <b>Expert input, reflection and application exercise.</b></li> </ul>

<p><b>Afternoon</b> (13.30 – 17.30)</p>	<p><b>Integral Approach and Impact Points</b></p> <p><b>Objectives:</b> This working session aims to bridge health system challenges and transformative leadership topics by identifying key <b>impact points</b>. Experts will introduce the “Integral Approach” model applied to the domain of health systems strengthening. Through a collaborative canvas activity, participants will work together to identify preliminary key transformative leadership actions for a greater systemic change in the health policy work. By sharing how thematic topics relate to each other, participants will identify and reflect collectively on priorities, potential areas of work, and key actions to effectively address policymaking with a transformative leadership lens.</p> <ul style="list-style-type: none"> <li>• <b>Reflection, group discussion, and activity.</b></li> </ul> <p><b>Next Steps, Evaluation and Closing</b></p> <p><b>Objectives:</b> This session will present the next steps in the program, including an introduction to the upcoming leadership development exercises. These exercises will focus on journaling and reflection to enhance personal growth. Additionally, participants will learn about the online deep dives and community practice sessions scheduled for the upcoming months. The session will conclude with an evaluation and feedback section to gather participants' input on the workshop experience.</p>
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