

# YOUNG LEADERS PROGRAM

for Health Systems  
Strengthening



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## PHOTOS AND VIDEO RECORDING

### PLEASE NOTE

We will be taking pictures and video recording parts of the workshop sessions today. If, at any stage, **you feel uncomfortable with it or do NOT want to be taken in any pictures** or videos, please let us know!

# SYSTEMS THINKING

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# THE ANTHROPOLOGISTS

## Systems thinking in health systems

0:09 / 10:42

# Systems Thinking in Health Systems

# Health Systems

“Health systems consist of all organizations, people and actions whose primary intent is to promote, restore or maintain health. This includes efforts to influence the determinants of health as well as more direct health-improving activities.”

(source: WHO)

# Health Systems

A health system is more than the pyramid of publicly owned facilities that deliver personal health services. It includes:

- A mother caring for a sick child at home
- Spouses caring for each other's chronic conditions
- Public providers
- Private providers
- Behavior change programs
- Vector-control campaigns
- Health insurance organizations
- Occupational health and safety legislation
- Inter-sectoral action by health staff
- Etc.

# The Health System is a COMPLEX ADAPTIVE SYSTEM (CAS)



# How we make sense of (try to understand) Complex Adaptive Systems



(these inform our)  
**Mental Models**

# Being aware of Mental Models



Reality

Us

NOT aware of Mental Models



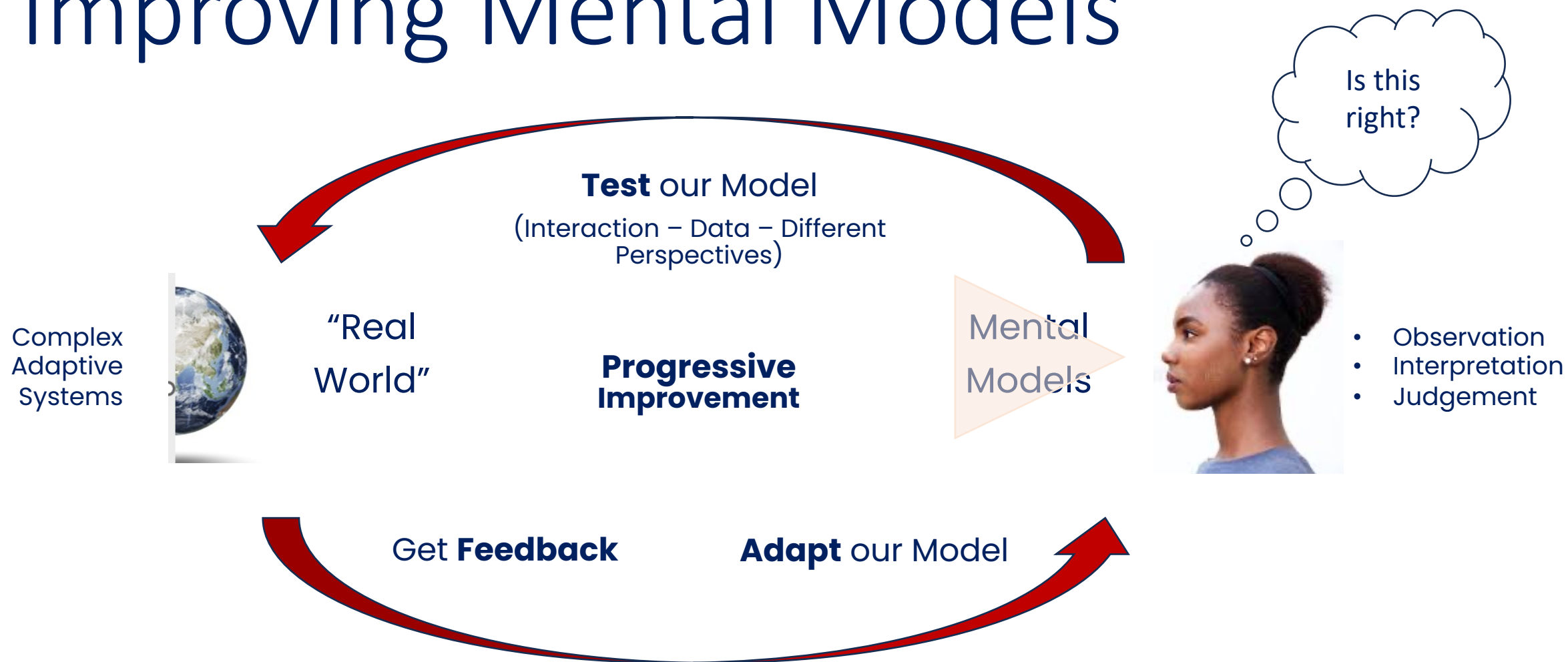
Reality

Mental  
Models

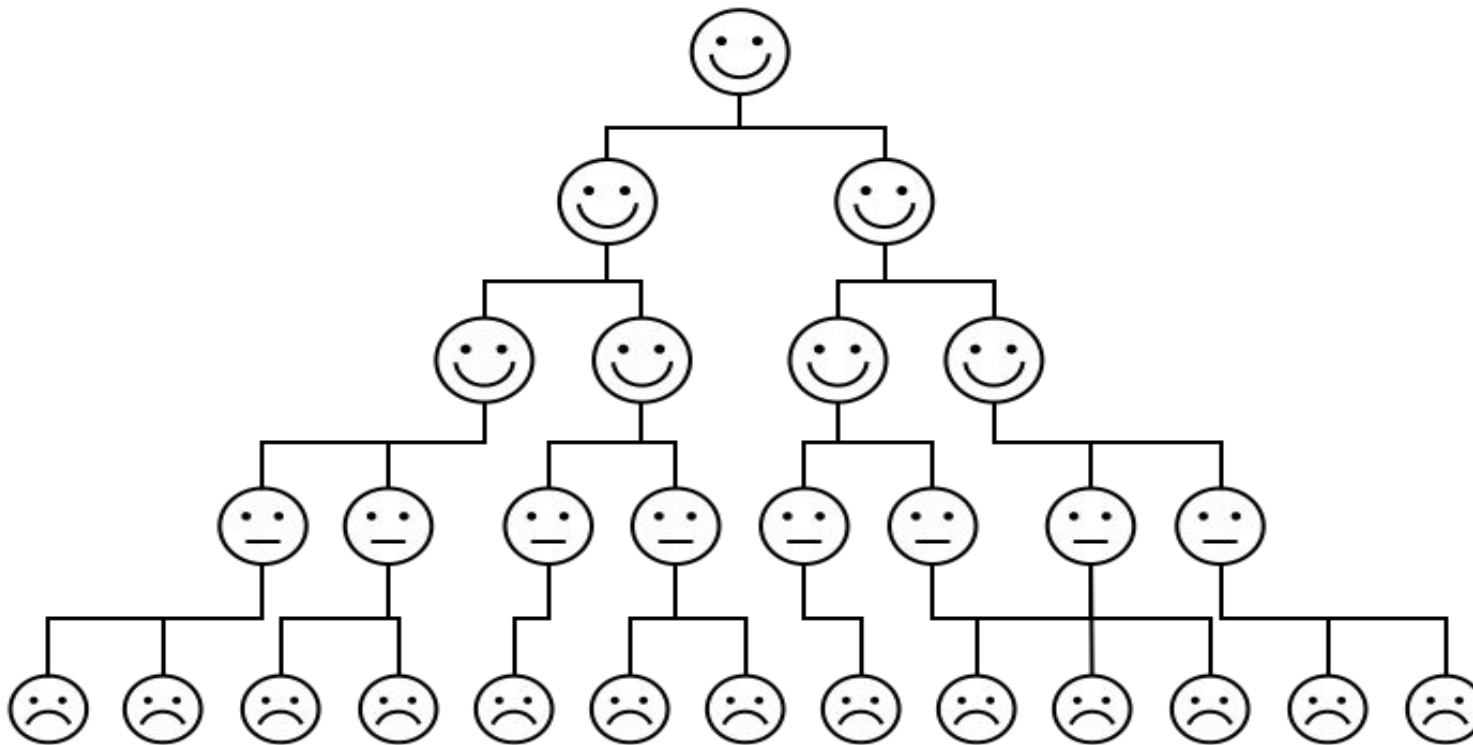
Us

AWARE of Mental Models

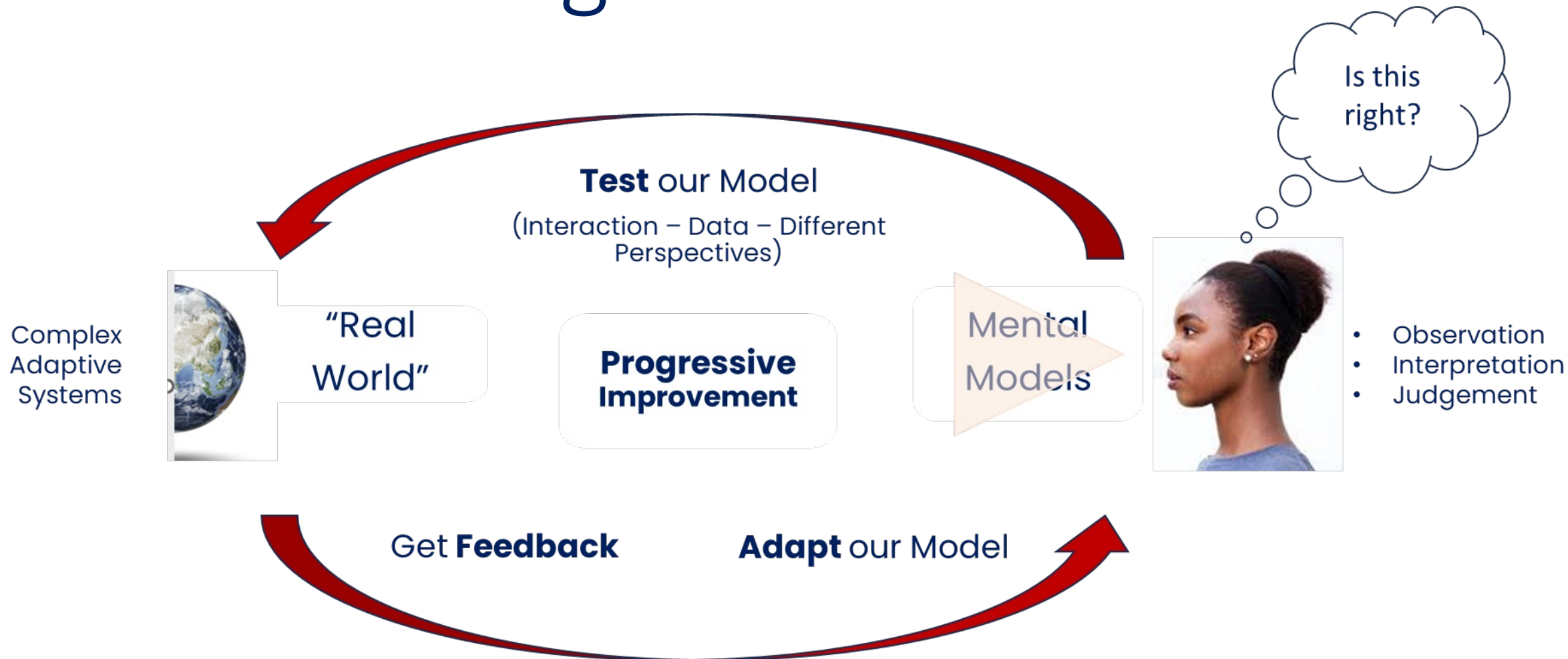
# Improving Mental Models



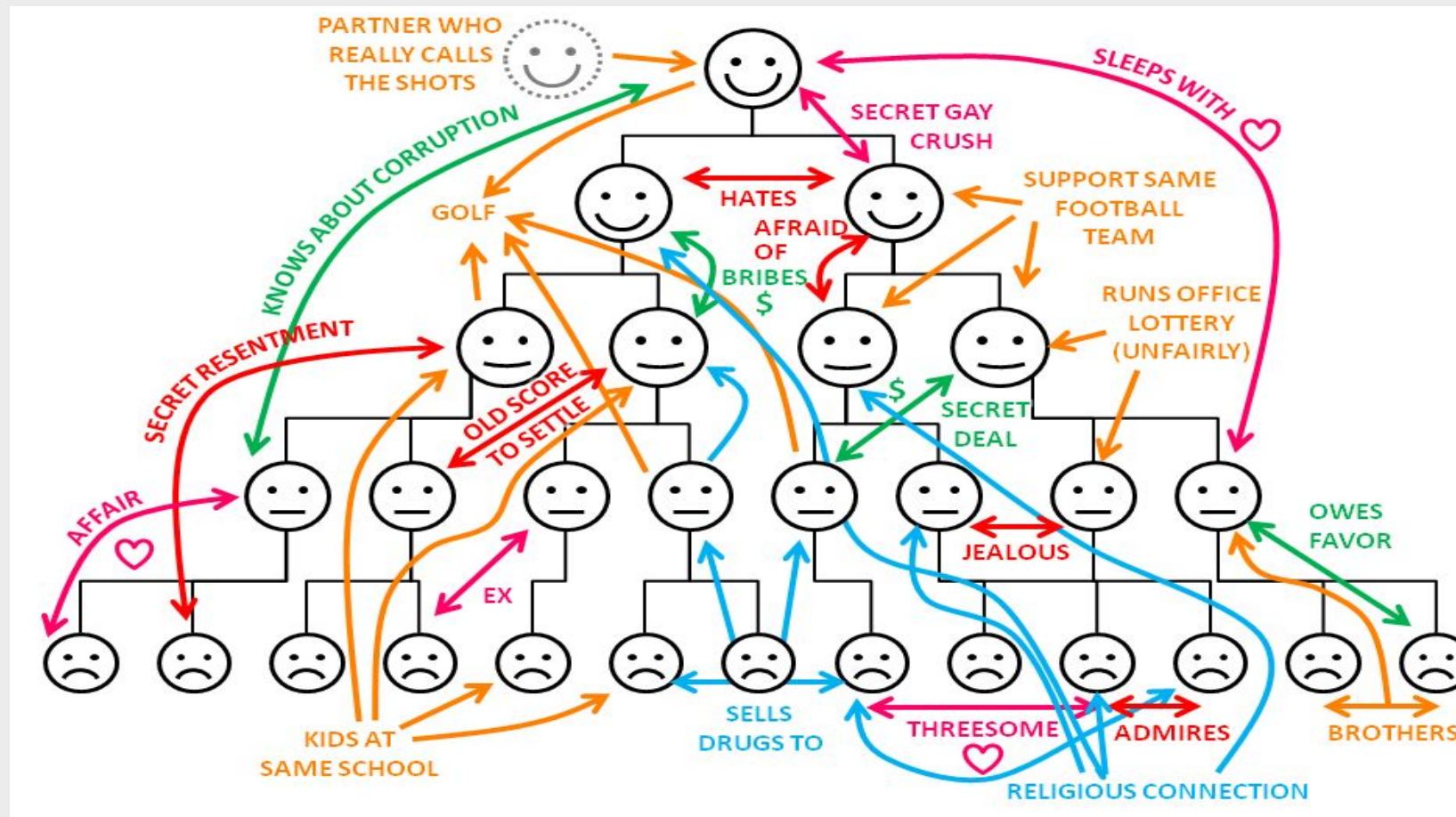
# Our perception of the organisation



# We Test and get Feedback



# Our new perception of the organisation...





# Competencies

- In order to do this, we need particular (leadership) competencies.
- Many of these will be explored through this program.
- One of those, is the capacity to invite, convene and explore **different perspectives**.

| Competence        | Description  |
|-------------------|--|
| Adaptivity        | Processing feedback openly and speedy  |
| Centeredness      | Holding your own center in uncertainty   |
| Letting Go        | Letting go of old ways when they no longer serve   |
| Not Knowing       | Accepting that you cannot fully know how things will play out and that you cannot fully control the outcomes |
| Pattern-sensing   | Identifying patterns in the apparent chaos   |
| Diversity-seeking | Seeking out and including diverse perspectives   |
| Emergence         | Creating space for new things to emerge  |
| Experimenting     | Taking a step into the unknown and trusting that others will find you there                                  |
| Inviting          | Inviting those who are ready to join you in the new ways   |
| Rapid Learning    | Holding your beliefs and actions lightly while iterating in rapid learning cycles                            |
| Care              | Looking after yourself and others in a stressful environment   |
| Feeling           | Staying in touch with your and other people's feeling about what is happening                                |

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# WORKING GROUPS

## POLICY PITCH

1. Participants select **one key challenge** for the temple group.
2. Create a **pitch** for a policy idea to address that challenge.
3. Decide on **one presenter**.



### Pitch Criteria:

**Be ready by 12pm**

- Systemic impact
- Multistakeholder perspective
- Consider the 4 quadrants (integral approach)
- Duration: 2 mins
- No slides

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