

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

for Health Systems
Strengthening

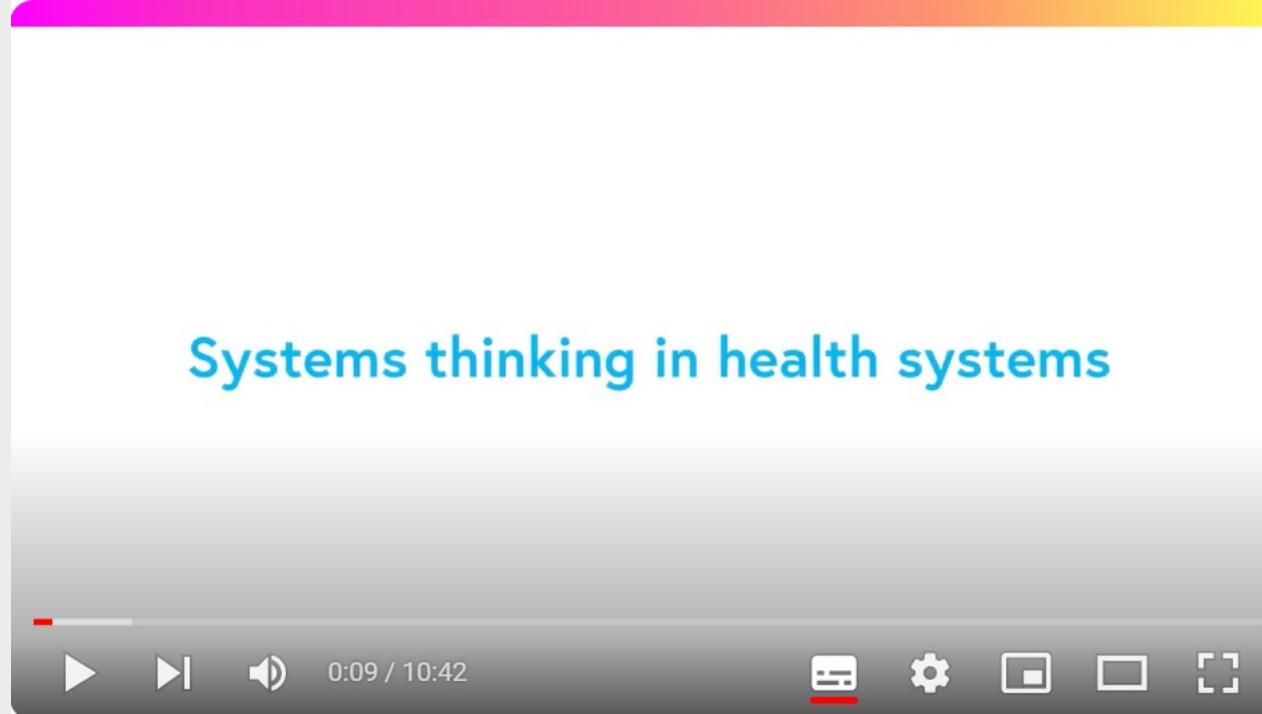


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THE ANTHROPOLOGISTS



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



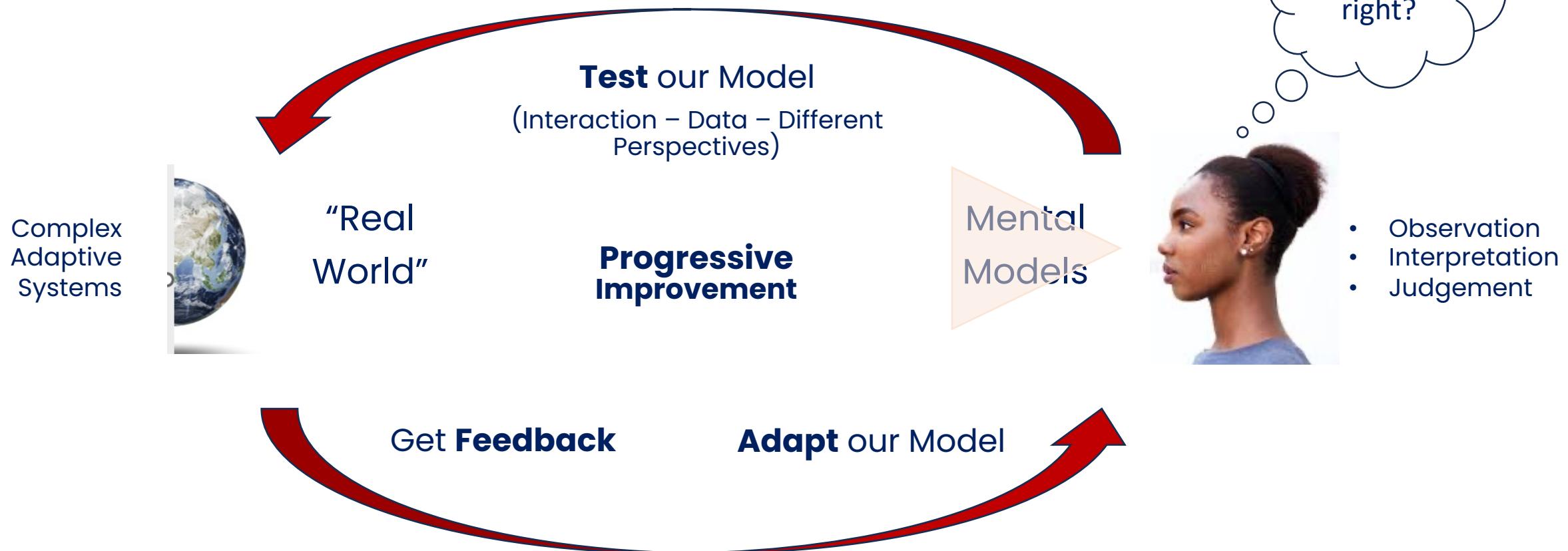
Reality

Mental
Models

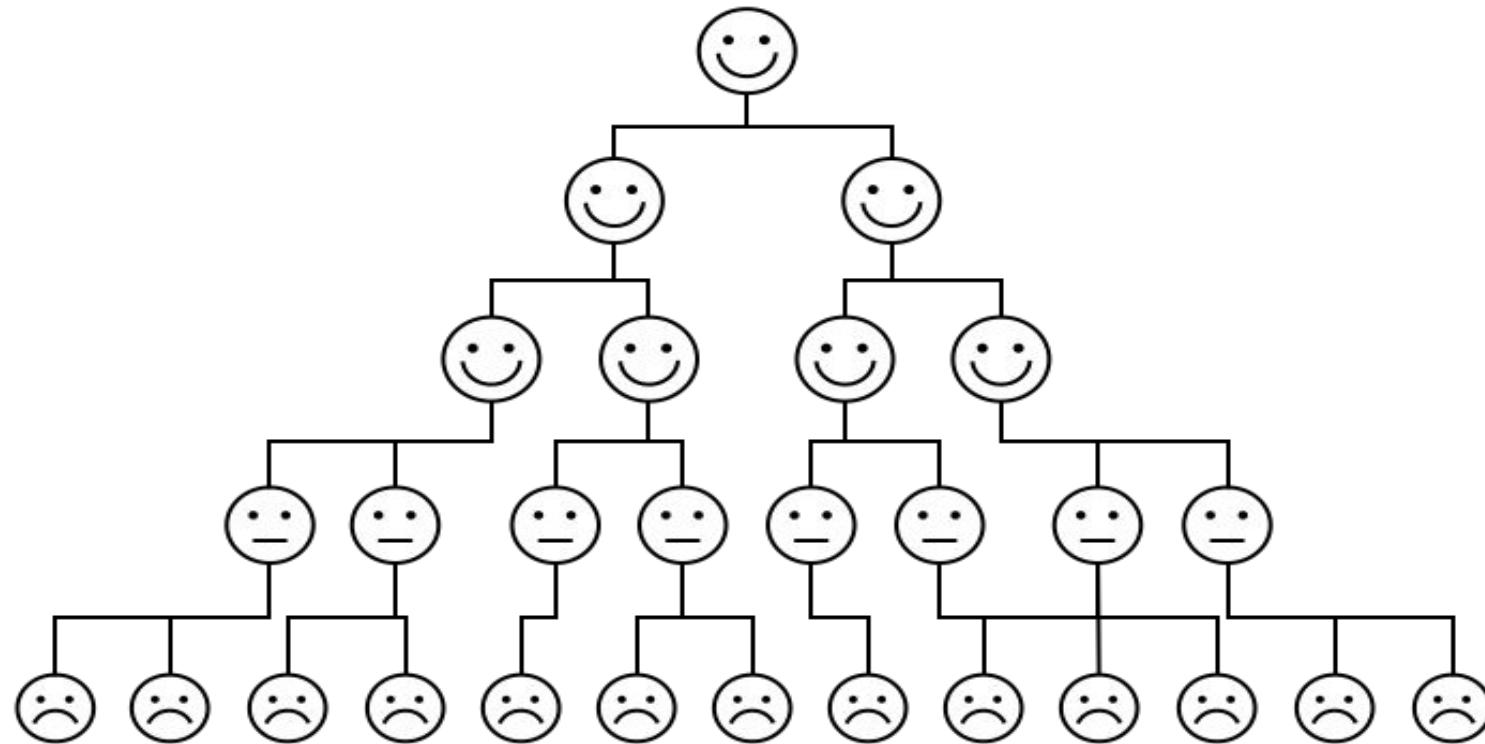
Us

AWARE of Mental Models

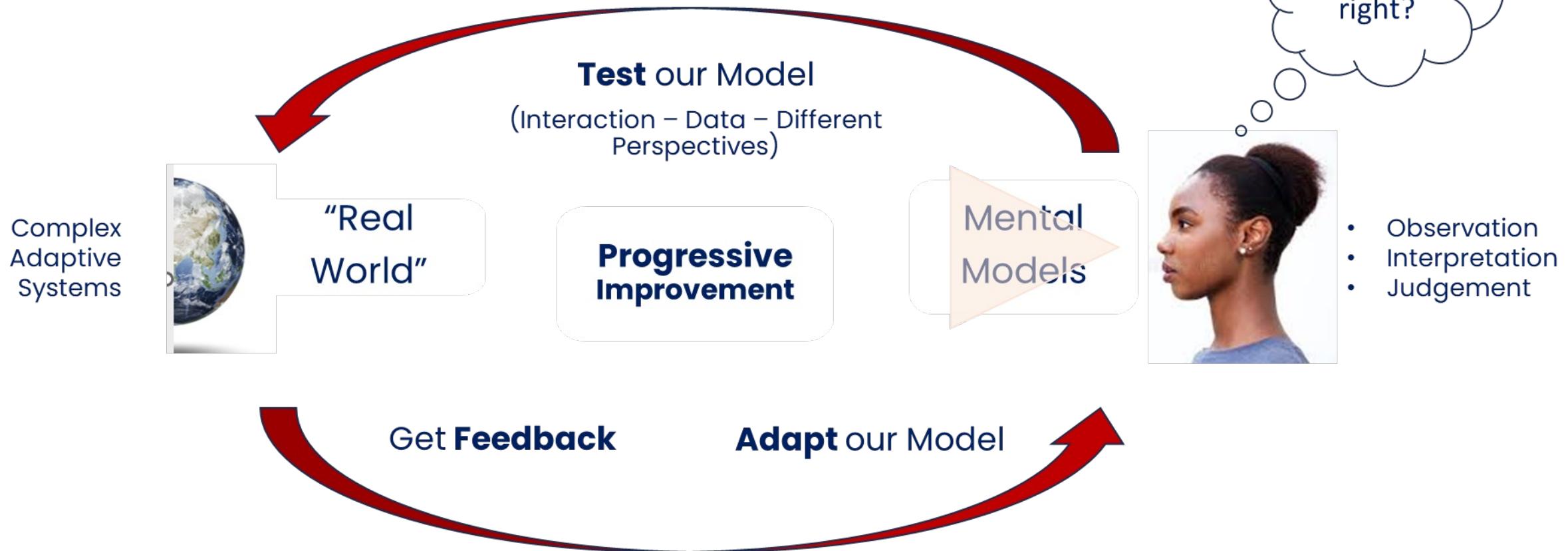
Improving Mental Models



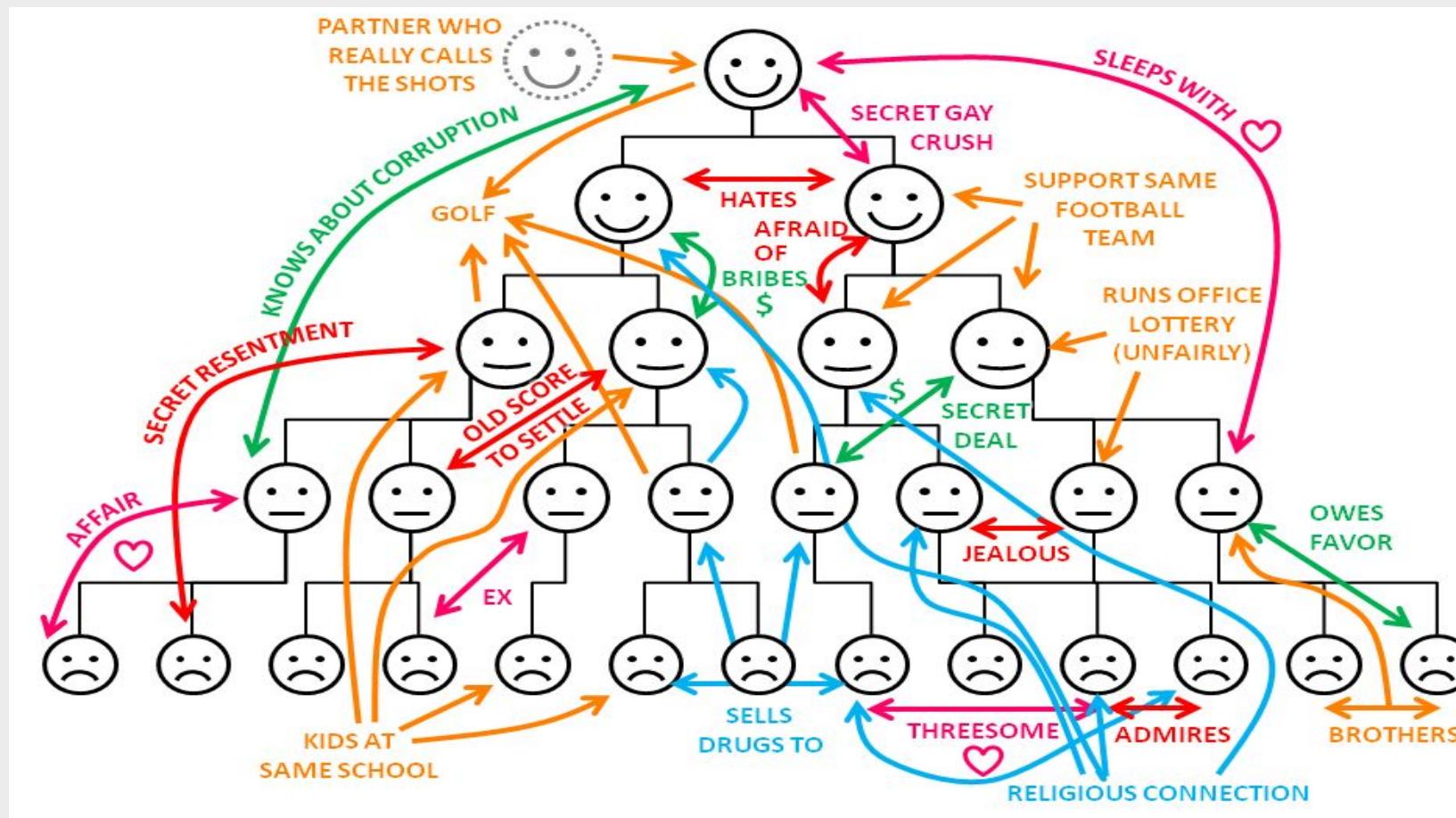
Our perception of the organisation



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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