

COUNTRY LEADERSHIP PROGRAM



for Health System Change

Somalia, Chad and Burkina Faso Evaluation & Findings



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Key Findings

01

Transformative Leadership Development

93% of participants left with a clear understanding of how to apply what they learned during the retreat to their work environment, emphasizing the practical impact and immediate applicability of the content shared.

02

Enhanced Stakeholder Engagement

The Program significantly boosted stakeholder engagement, which could lead to improved implementation of activities and ensure sustainability and alignment with national health priorities.

03

Systemic Impact through Integrated Interventions

The CLP had a systemic impact by integrating health interventions with broader economic and development policies, promoting a holistic approach to public health that extends beyond traditional health system boundaries.

04

Focus on Evidence-Based Policy Making

There was a concerted effort across the countries to strengthen evidence-based policy-making capabilities, particularly through the use of data and analytics to inform health strategies and actions, enhancing the overall governance structures within the health sectors.



121 Participants 25 Experts

SOMALIA, CHAD AND BURKINA FASO EDITION

Results Overview

Outputs



Results area



- To empower government and civil society leaders to improve coordination and collaboration across various government levels and sectors, with specific emphasis on:
 - **Somalia:** Strengthening transformative leadership and applying evidence-based practices to address specific health challenges.
 - **Chad:** Promoting a culture of accountability and transparency, along with strengthening adaptive and transformative leadership capacities.
 - **Burkina Faso:** Focusing on improving coordination and integration across various health and social development initiatives.

Soft targets



- 82% of participants anticipate that the most significant impact of the CLP would be on **Leadership Impact** followed by **Collaboration with peers**, highlighted by 70%
- 93% of the participants left with a clear understanding of **how to apply** what was learned during the Retreat to the reality of their work.

Progress



- *Waiting for upcoming survey results*

Results Overview

Outcomes



Results area



- **Somalia:** Strengthening transformative leadership and applying evidence-based practices to address specific health challenges.
- **Chad:** Promoting a culture of accountability and transparency, along with strengthening adaptive and transformative leadership capacities.
- **Burkina Faso:** Focusing on improving coordination and integration across various health and social development initiatives.

Soft targets



- Soft targets in the programs focused on qualitatively improving leadership competencies and increasing awareness of the importance of integrated governance. Aspects such as developing a shared vision, promoting inclusive leadership, and encouraging innovation in decision-making processes were key. Additionally, there was a conscious effort to:
 - Encourage the development of resilient leaders who can adapt to political and socio-economic changes.
 - Utilize evidence-based approaches for policy planning and implementation.
 - Strengthen stakeholder relationships to ensure effective collaboration and more robust governance.

Progress



- Progress across the three countries are reflecting improvements in the capacity to respond to health system challenges and implement more effective policies:
 - **Somalia:** There is a perception of an increase in leaders' ability to apply practical learnings to managing complexities in the health system, especially in a post-conflict environment.
 - **Chad:** Advances were made in creating a collaborative environment, with leaders becoming more capable of engaging and mobilizing diverse interest groups around common objectives.
 - **Burkina Faso:** Advances were noted in consolidating data platforms for informed decision-making, along with overall strengthening of coordination among different agencies and government levels.

→ **Outputs**





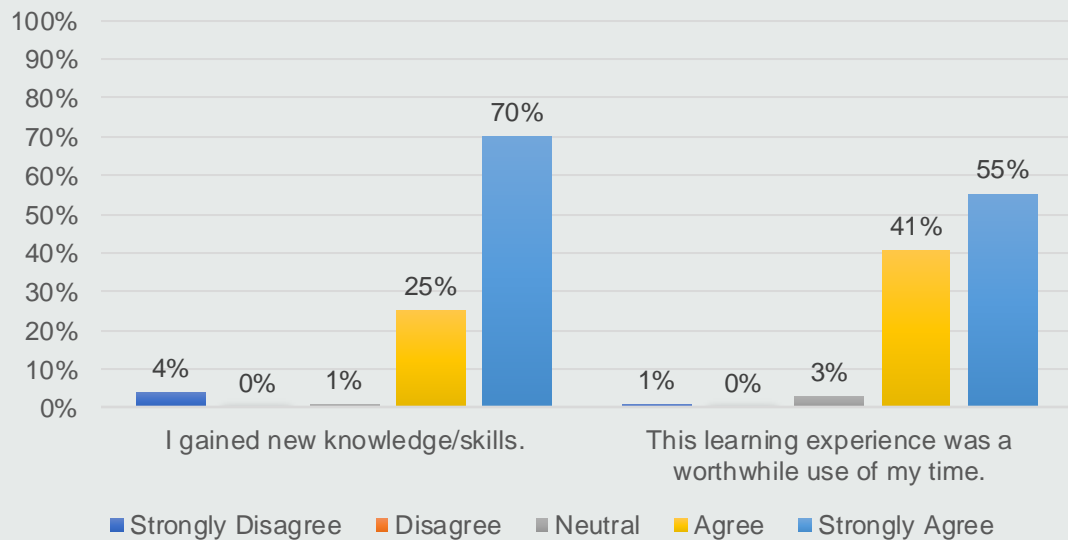
CLP PRIMARY OUTPUTS

Understanding concepts, Expectations and Learning needs

Somalia, Chad & Burkina Faso

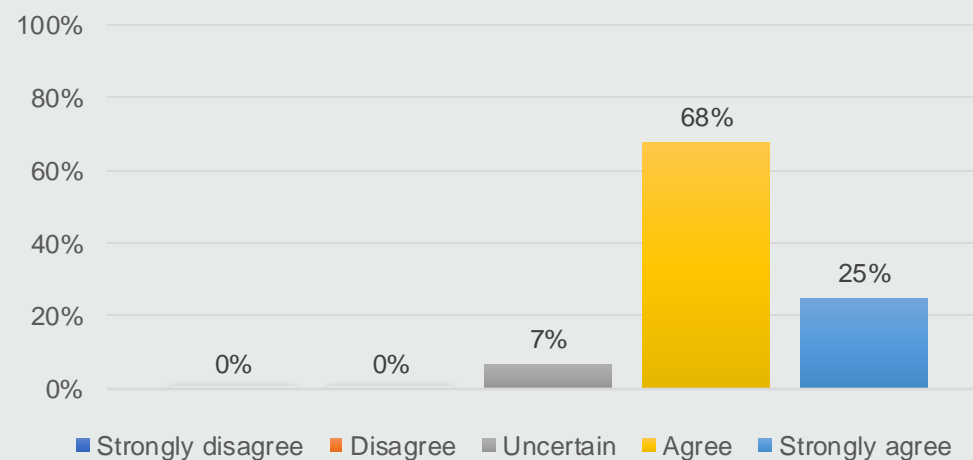


Overall Learning Experience



95% of the participants positively evaluated their gain of new knowledge and skills during the Retreat and 96% considered this learning experience to be a valuable investment of their time.

Perception of Real Application Potential



The survey highlights that 93% of the participants left with a clear understanding of how to apply what was learned during the Retreat to the reality of their work.

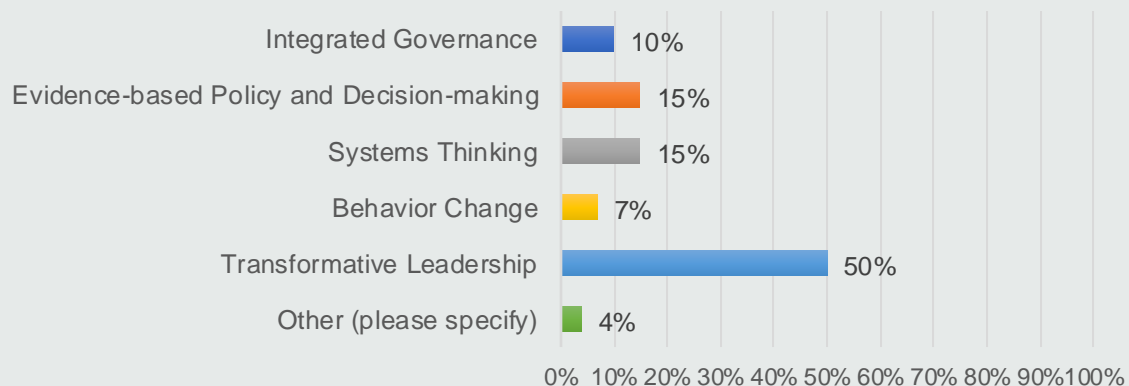


CLP PRIMARY OUTPUTS

Understanding concepts, Expectations and Learning needs

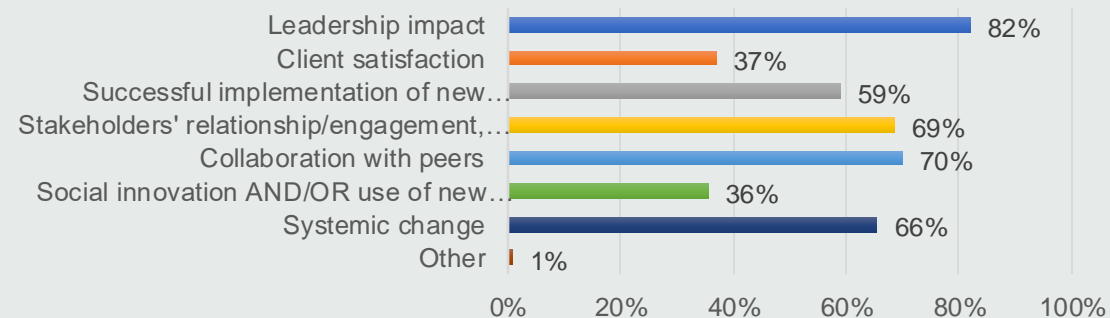
Somalia, Chad & Burkina Faso 

Most Valuable Topic Areas



50% of the participants highlighted **Transformative Leadership** as the most valued of all the thematic areas that were worked on during the Retreat

Expected Impact on Collective Processes of Change



When asked about their expectations for impact on collective change processes, **82%** of participants felt that the greatest impact would be on **Leadership profile and impact**

→ **Outcomes**





CLP PRIMARY OUTCOMES

Early Effects

Main contributions and outcomes

The CLP initiatives across the three countries have led to enhancements in leadership and governance within the health sectors. Key contributions include:

- 1. Leadership Development:** There has been a growth in leadership proficiency, with an emphasis on transformative and adaptive competences that are critical to navigate complex health challenges and reforms.
- 2. Governance Structures:** Strengthening governance has been a major focus, resulting in greater clarity on the need for improved structures for decision-making that involve a broader spectrum of stakeholders, fostering a more inclusive approach to health system management.
- 3. Policy Implementation:** Enhanced capacity for evidence-based policy development and implementation, particularly through the use of data and analytics to inform health strategies and actions.



CLP PRIMARY OUTCOMES

Early Effects

[Somalia, Chad &
Burkina Faso](#)

Impressions and Reflections

"Amid our fatigue and sometimes excessive workload, this workshop becomes our haven, a moment of rejuvenation. It enlightens us to a profound truth: we are integral pieces of a grander puzzle, each carrying weight in crafting impactful change."

Anonymous – Apr. 24

"We always knew there was a problem, but now we are looking at it from a different and unique perspective."

Anonymous – Nov. 23

"We do not often have the opportunity to work together to gain an understanding of concepts and tools. Being able to exchange ideas with colleagues from different backgrounds and understand their perspectives is truly rewarding, both personally and professionally. This interaction strengthens our cohesiveness and will enable us to act in a more coordinated manner in the future. Ultimately, it strengthens our bonds and our overall effectiveness."

Anonymous – Feb. 24

"The retreat was a very important and exciting session, where we have renewed the commitment and excitement of the leadership of the Somalia Health System. We have been exposed to a different models of doing things and used new tools to identify the gaps and leadership aspects of our health system."

Anonymous – Nov. 23



**Perceived added value and
impact & Areas of improvement**

Perceived Added value And Impact

- 1. Stakeholder Engagement:** Increased engagement of various stakeholders has not only improved program implementation but also ensured that these improvements are sustainable and aligned with national health priorities.
- 2. Systemic Impact:** The CLP has had a systemic impact by integrating health interventions with broader economic and developmental policies, thereby promoting a holistic approach to public health.
- 3. Capacity Building:** Continuous capacity building has empowered local leaders and health officials, improving their ability to lead and manage public health initiatives effectively.



Areas of Improvement

Long-term Strategy and Sustainability:

- There is a need for more robust mechanisms to ensure the sustainability of the changes implemented, particularly beyond the supporting/monitoring period of the CLP.

Challenges faced: Integration Across Sectors

- Greater integration is required between different government sectors and levels to ensure that health initiatives are comprehensive and aligned with other national development goals.

Content and methodology:

- Cultural and Contextual Relevance: CLP must continue to be precisely tailored to the cultural and operational contexts of each country to enhance its relevance and effectiveness.



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