

# COUNTRY LEADERSHIP PROGRAM

• Somalia - Leadership Retreat

for Health System Change



The Country Leadership Program (CLP), initiated at the behest of the Somali Ministries of Health, forms part of a comprehensive GFF initiative and its agenda centered to reinforce the decision by the government to strengthen its stewardship functions and improve alignment of partners around the strategies defined by and systems run by the government. The program had strong participation and engagement by government officials, civil society, academia, and donors, from both federal and state levels. It provided insights into system thinking, integrated governance, evidence-based decision-making, behavioral change, and transformative leadership to support these dialogues.

This Country Leadership Program presented an invaluable opportunity for government officials and its development partners to come together and to learn from each other, strengthen our collaboration, and collectively help the MOH to address the pressing challenges the country encounters in implementing the desired reforms. Launching of Alignment Principles at the closing of CLP describes critical steps on working together and moving from simply cooperation to coordination and eventually, collaboration. It was impressive to see the ownership and leadership evidenced at the close of the CLP.

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GFF World Bank



**Nairobi**

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Multi-stakeholder representatives: government (Federal Ministry of Health of Somalia and Federal Member States), private sector, civil society organizations, academia, international organizations (development partners: WHO, UNICEF, OIM, UNFPA, USAID) and donors.



**46** participants



**4** days



**32** hours of activities

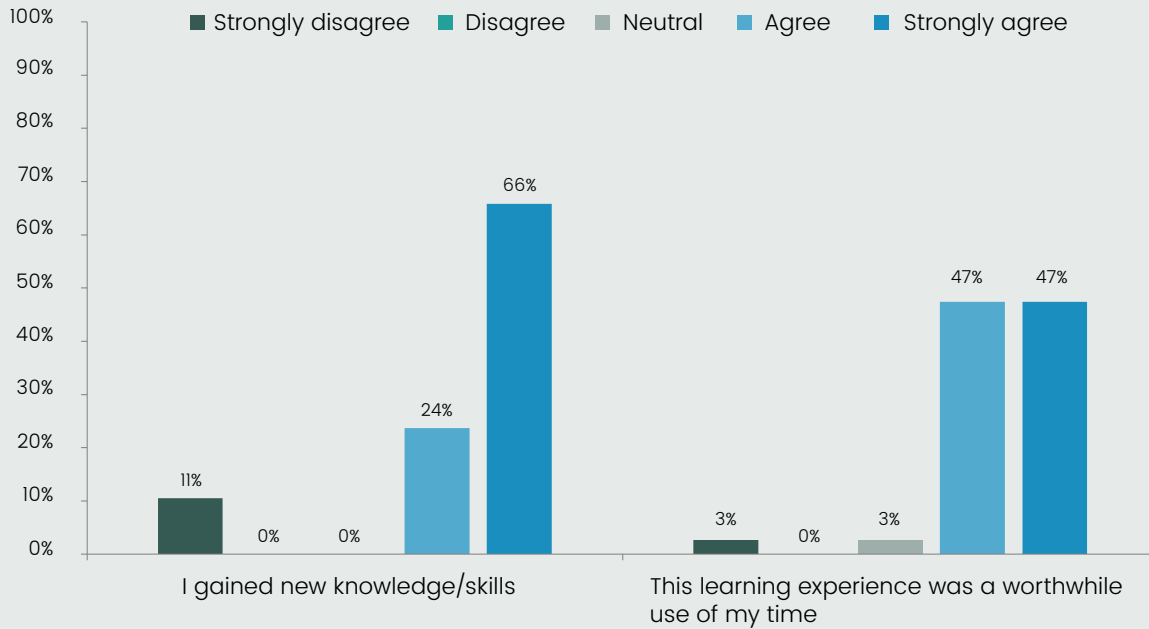


**6** international experts

**2** facilitators



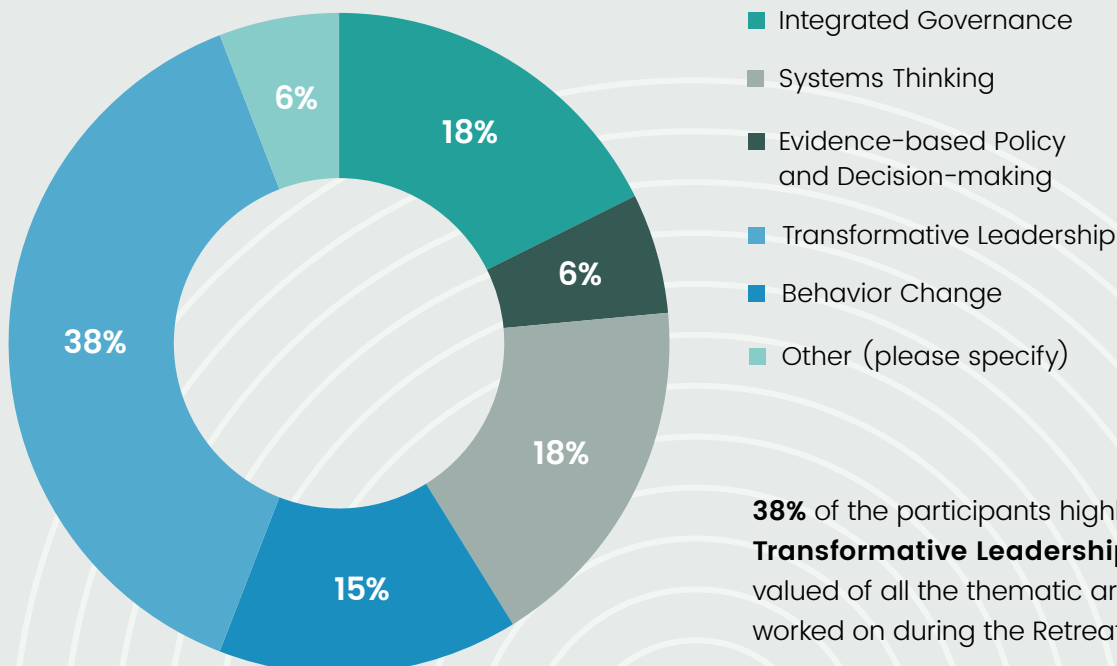
## Global learning experience



**90%** of the participants **positively evaluated their gain of new knowledge** and skills during the Retreat.

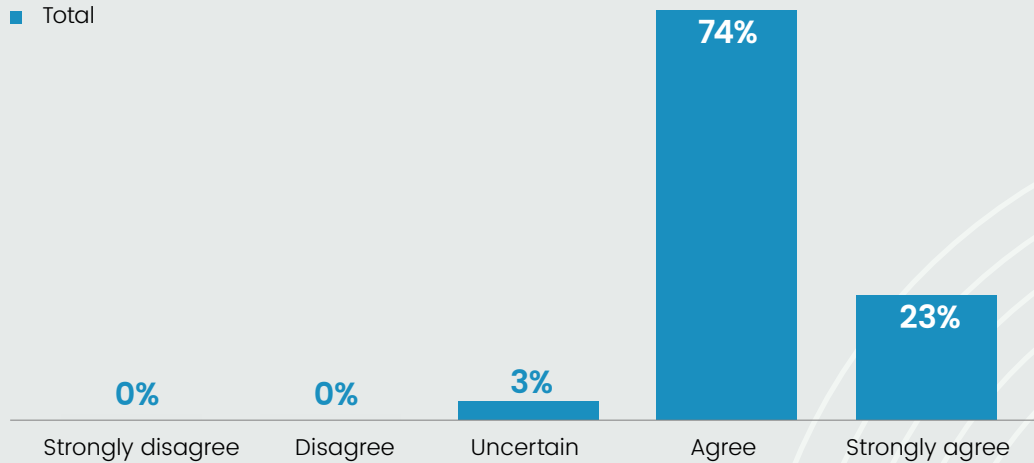
Even more participants, **94%**, considered it **worthwhile** to have **invested time** in this learning experience.

## Most valuable topic areas

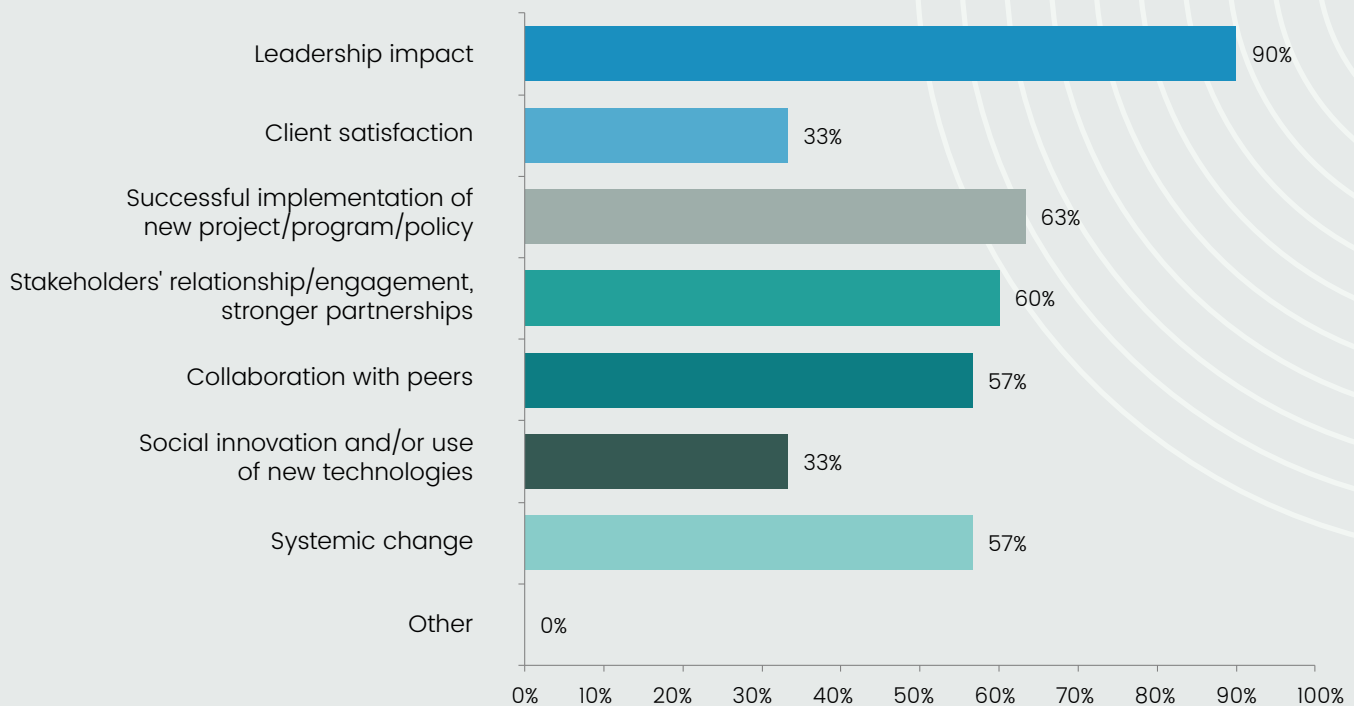


**38%** of the participants highlighted **Transformative Leadership** what as the most valued of all the thematic areas that were worked on during the Retreat

## Perception of real application potential



The survey highlights that **97%** of the participants **left with a clear understanding of how to apply** what was learned during the Retreat to the reality of their work.



When asked about their expectations **for impact on collective change processes**, **90%** of respondents felt that the greatest impact would be on **leadership profiles/attitudes/actions**, followed by **“successful implementation of new project/programme/policy”**, highlighted by **63%** of participants.

## Further learning

*When requested about which one of the topics covered were they most interested in learning more about, 53% of the respondents highlighted System thinking.*

Integrated Governance topics

**System thinking**

Transformative leadership

## Lessons learned

- To support the coherence of the program, it might help to:
  - Create a common glossary of the terms/concepts shared, and
  - A “map” or infographic of the program with these concepts and how each of them are linked together to support their leadership challenges/needs.
- The idea of the CLP as a systemic coaching program was well explored – where the conditions are enabled and participants will have the answers to continue. But is important to emphasize the message that the participants are responsible to lead further actions: deep dives on content, data gaps, single-contracting, prioritization, etc.
- It is important to explain the methodology and group work explicitly – why do we do group work and how this is linked to the CLP as a convening platform.
- There is a need to improve how the thematic presentations are delivered to convey the messages correctly and to make them more interactive – coach/brief thematic experts to include audience interaction and review presentation deck in advance.
- It is mandatory to include faculty/speakers from the region and/or the country.



## Impressions and reflections

*"This will have an impact, this is our program, our country program. We are the owners and will be leading this from now on to achieve impact."*

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

*"The first impression that I got in this program, is that I feel ownership of the Health System in Somalia, I got this feeling since the first day, I feel that each and every one of us are representing 50 million of Somali people."*

*"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."*

*Dr. Abdiwali Mohamed Ahmed- Director General Galmudug*

*"The CLP is not just about training, it is coaching, to enhance the skills of the health sector. It is very important for the country to build our health systems. I see it in Somalia, the health system is new and fragile, and this will help the new generations in the systems building and build the capacity."*

*Dr. Alasow – HR Director FMOH*

*"I attended several workshops, but this is only one that mainly focuses on the leadership and building capacity to lead, as well as to engage with other stakeholders in the health sector."*

*Dr. Mohamed Jimale – CSO Representative*

*"This program has really given us, the whole Somalian healthcare leaders, a good opportunity to meet and discuss the needs and goals to reach to strengthen our health system."*

*Dr. Sulaiman Abdullahi Mohamed – Private Sector Representative*