

# Manager Development

June 9, 2020

## African Country Training Programs

*Now Open*



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# Education Programs for Effective Health Sector Leadership, Management and Governance (LMG)

- The Africa Continent
- Call for “Managers”
- Need for More and Better Training Programs
- Need to Invest for Attractive Careers of Impact



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## African countries projected to gain the most people by 2100; China expected to see biggest decline

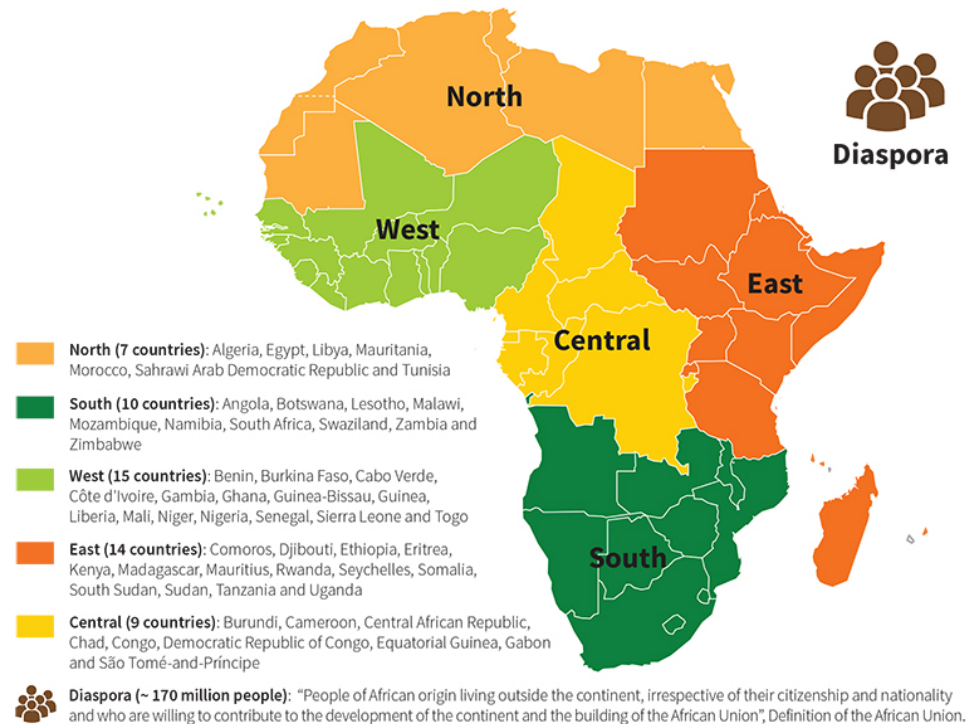
*Top 10 countries in projected population gain/loss by 2100, in millions*

Gains		Losses	
Nigeria	+527	China	-374
D.R. Congo	+272	Japan	-52
Tanzania	+226	Brazil	-32
Pakistan	+182	Thailand	-24
Ethiopia	+179	South Korea	-22
Angola	+155	Italy	-20
Niger	+141	Russia	-20
Egypt	+122	Ukraine	-19
U.S.	+103	Poland	-15
Sudan	+98	Spain	-14

Note: In this data source, China does not include Hong Kong, Macau or Taiwan. Regions follow United Nations definitions and may differ from other Pew Research Center reports.  
Source: United Nations Department of Economic and Social Affairs, Population Division, "World Population Prospects 2019."

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## THE SIX REGIONS OF THE AFRICAN UNION



© 2017. Sahel and West Africa Club Secretariat (SWAC/OECD)

## 1.4 billion People in 55 Countries

Exploding market for health sector leaders  
(Managers, Executives, Board Members)

# Managers Needed for New Reality

## Continuum of Health Care and Health Gain

Population Health | Social Determinants of Health | Health Care Continuum

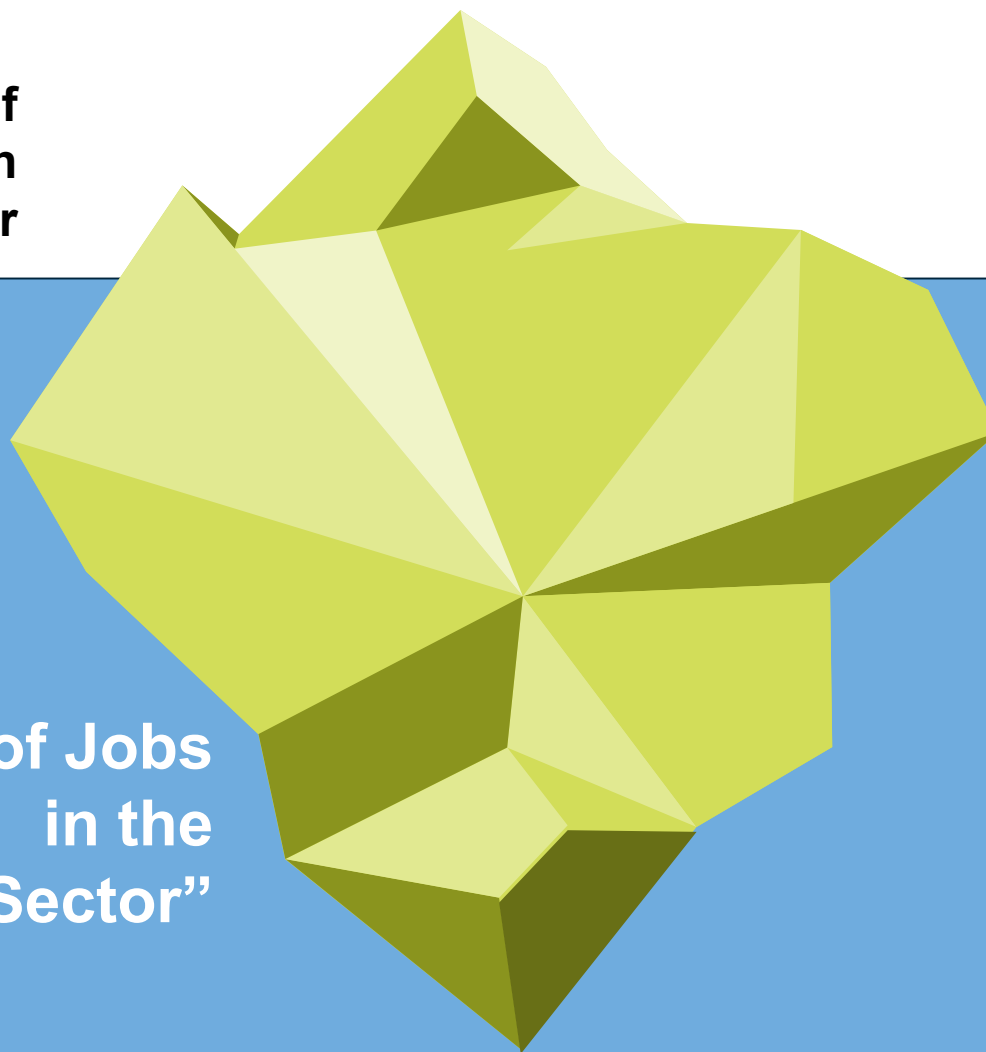


# Re-Examine Iceberg of “Health Sector” Market

Where are the Future Opportunities for Manager/Executive Roles?

**Numbers of  
Jobs/Careers in  
Health Care Sector**

**Number of Jobs  
in the  
“The Health *Gain* Sector”**



# Call for “Managers”

Large Gaps in All Types of Managers Who Lead, and Leaders Who Govern

How Many Positions Needed in Each Country?

Program  
Managers

Health  
Center  
Managers

Hospital  
Department  
Managers

Medical  
Technology  
& Supply  
Chain  
Managers

Public  
Health &  
Policy  
Managers

How Many Will Have Non-Clinical Backgrounds?

The Key is Meaningful Career Prerequisites:

**Pay | Health Workers | Advancement | Supplies | Authority | Budgets**

# Innovation:

## Competencies and Learning Methods

How must we foster and nurture new models of leadership development?

**What to Learn?**



**How to Learn?**



**Many Competency Models**



**Many Learning & Teaching Systems**

[https://www.ihf-fih.org/resources/pdf/Leadership Competencies for Healthcare Services Managers.pdf](https://www.ihf-fih.org/resources/pdf/Leadership_Competencies_for_Healthcare_Services_Managers.pdf)

Books	Classroom
Internet	Internships & Fellowships
Case Studies	On the Job
Teams & Labs	In the community
Community Charrettes	In Other Countries

More is Needed. More Can Be Done. We All Can Learn From Each Other

A substantial shortage of qualified healthcare professionals in Africa continues, but it is now apparent that professionally trained healthcare managers are an equally important need. Health facilities in Africa typically promote physicians into the role of general manager, but physicians and their lay counterparts routinely admit to being ill-prepared for roles as leaders of health systems, healthcare facilities and other services.

Few, if any, degree programmes for healthcare management—be they master's in hospital administration or specialized MBA programmes—are available in these regions. And while many master's in public health programmes exist, inclusion of healthcare management content is often an afterthought.

<https://www.frontiersin.org/articles/10.3389/fpubh.2019.00044/full>



# Next Steps in Your Country? **Across Countries?**

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