Manager Development

June 9, 2020

African Country Training Programs

Now Open
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
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

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

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.”

PEW RESEARCH CENTER

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? Many Competency Models

How to Learn? Many Learning & Teaching Systems

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

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.

Next Steps in Your Country?
Across Countries?

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