

The role of management in tuberculosis control



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The Union

The challenge

- Advent of multiple programme initiatives
- Multi-donor and multi-partner environment
- A serious health workforce crisis in most countries
- Fresh challenges - acceleration in public health interventions and coordinated programme initiatives (TB-HIV, MDR TB, XDR TB)
- Increasing challenges with organization planning, communication, conflict resolution, financial management and reporting
- Lack of managerial capacities delay implementation, in some cases undermines achieved success



The Opportunities

- Rapidly scaling up services to reach more people
- Assuring delivery of high quality services
- Developing the systems and capacity to absorb and use new funds
- Make their organisations more sustainable
- Moving from individuals focused on activities to teams focused on achieving results
- Decentralizing decision making to managerial levels close to patients
- Dealing with corruption and misuse of funds



Why is management capacity not a priority?

- The role of health care manager is not sufficiently valued
- The costs of poor leadership and management are not clear
- Many people think that doctors and nurses are automatically good leaders
- The role of managers has changed, but their preparation / training has not kept pace
- Effective ways of improving leadership and management skills have not previously been clear.



Management competencies

- Essential management competencies relate to
 - Control of and accountability for resources
 - Effective management of personnel
 - Assuring results/outcomes
- Differ from public health competencies
- Both essential and complimentary, but not to be confused, do not substitute each other
- Focus on practical skills – essential to everyday experience
- Learned most effectively with hands-on training at the operating level



The Union's Management Education Programme

Objectives:

- To increase management skills and leadership capabilities of managers leading disease control programmes
- To develop knowledge in core areas of administration, including finance, management and strategy based upon current research and best practice
- To improve the capacity for strategic decision-making to think faster and more creatively
- To deepen understanding of organizational dynamics in order to improve design and implementation of new initiatives in disease control

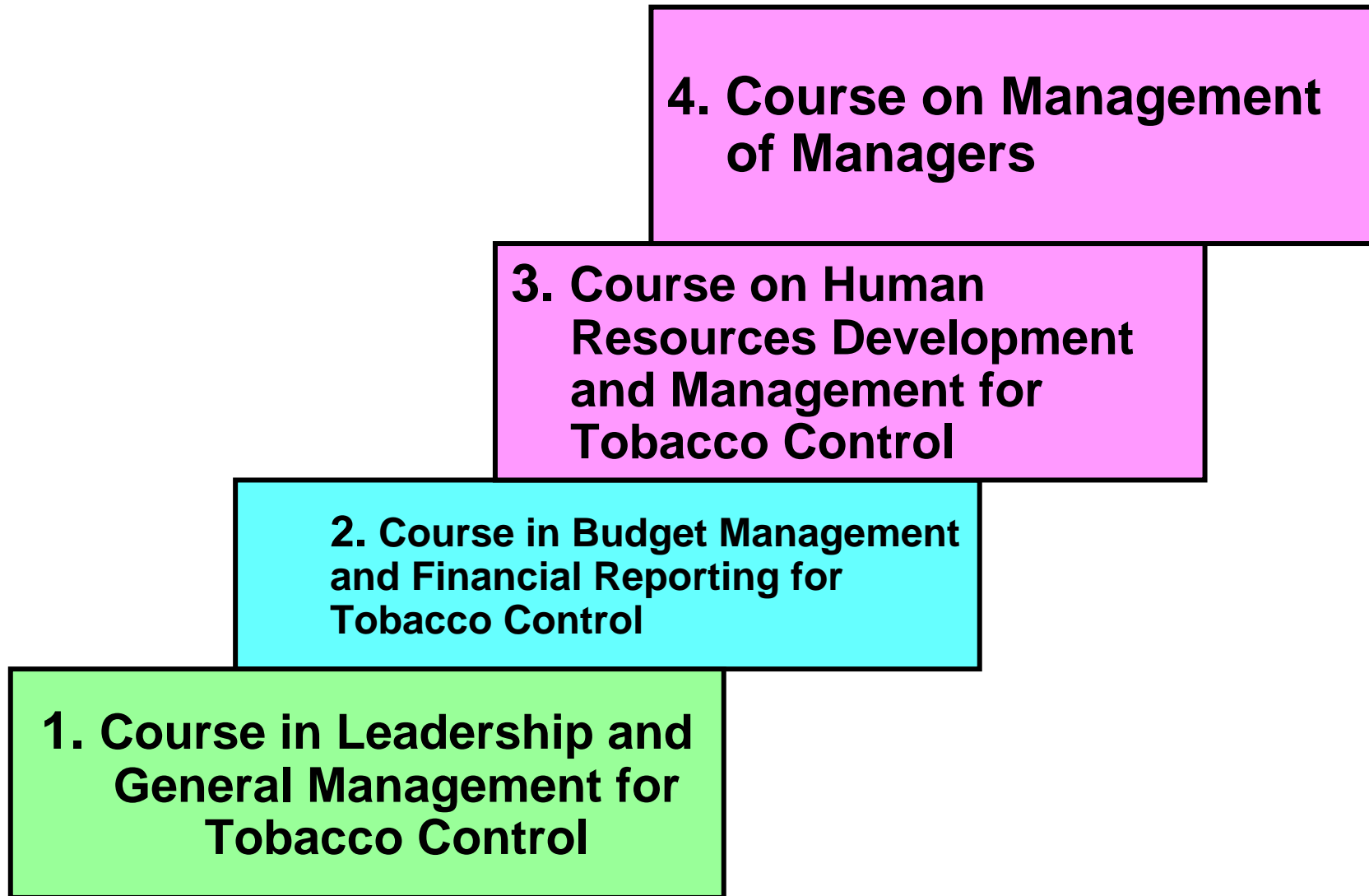


Actions that ensure managers are well prepared

- Valuing leadership and management roles in health
- Educating current leaders and managers
- Developing future leaders – managers in health care
- Establishing credentials and partnerships



The Union Courses - Building blocks for capacity development

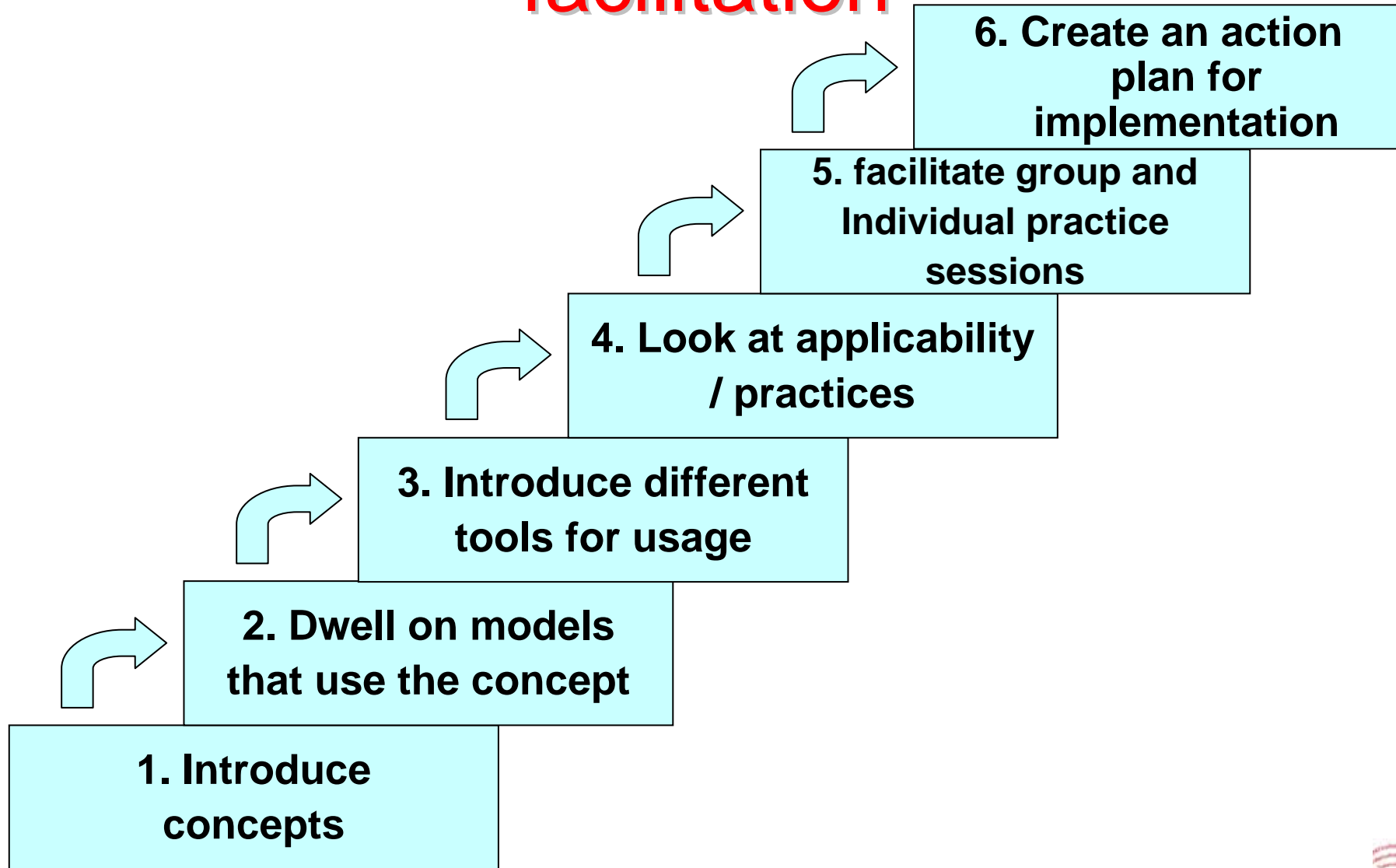


Focus areas

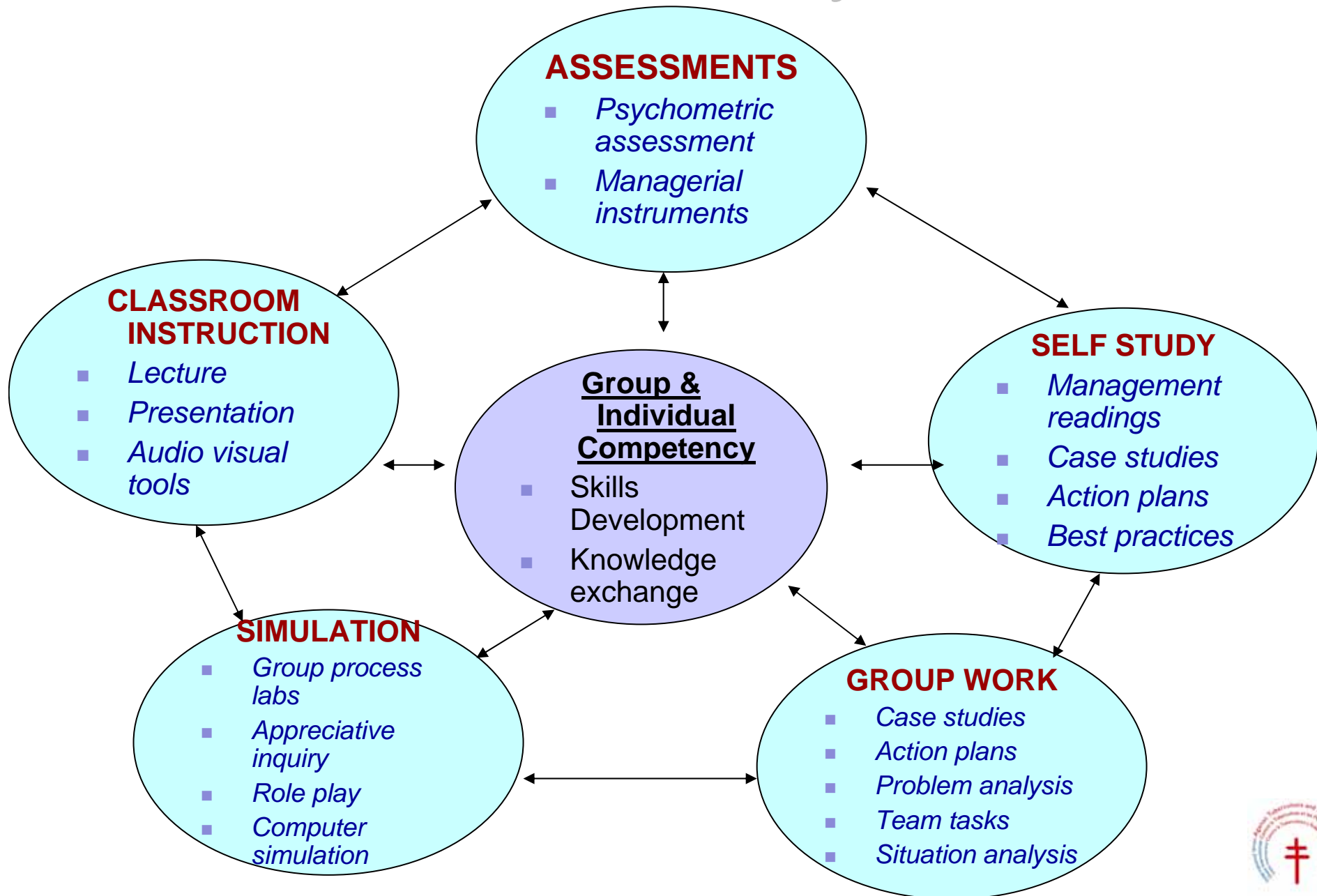
- Overview of Management & Strategic Leadership
- Organization Dynamics, Team Work and Role Efficacy
- Motivation for Action
- Personal Effectiveness
- Managerial Styles
- Team building
- Quality Assurance
- Logistics Management and Drug Procurement
- Building Partnership
- Communications/Feedback Skills for Managers
- Negotiation Skills for Managers
- Presentation Skills
- The Challenge of Managing with Health Care Sector Reform
- Budgeting: Concepts and Techniques



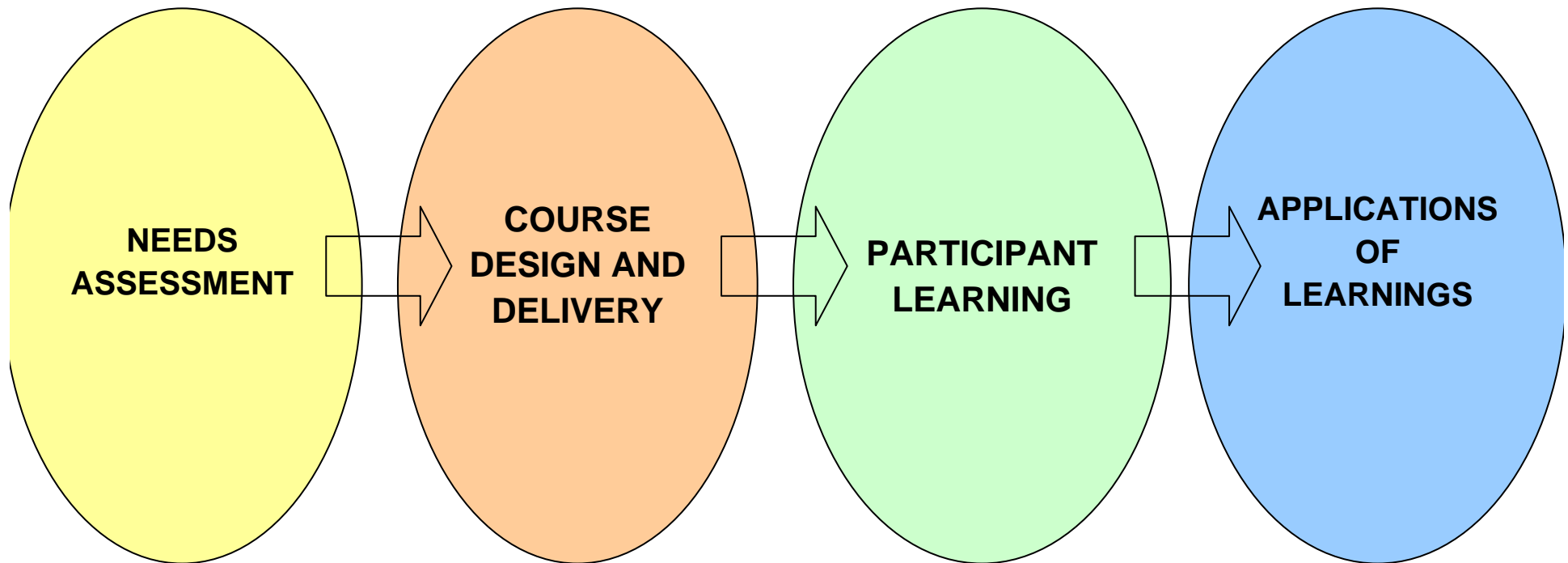
Framework for course design and facilitation



Course delivery tools



Course evaluation



Benefits

- With good preparation, people who lead teams of health workers can
 - Improve health (save lives, reduce illness)
 - Improve the recruitment, development, retention, and productivity of health professionals
 - Achieve stronger accountability and clearer results
 - Use limited resources more effectively



THANK YOU

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apply for a course please visit*

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or email us at **uniondelhi@iuatld.org**