



# Leadership Incubation Program for Health

## Background

Leadership in health is being increasingly regarded as a salient concept in improving health service deliveries. By the same token, the Federal Ministry of Health (FMOH) in collaboration with the International Institute for Primary Health Care – Ethiopia (IIfPHC-E) has initiated various innovative and homegrown leadership capacity building **gender balanced programs** that fosters the provision of efficient, equitable and sustainable services to the community. The Leadership Incubation Program (LIP) for Health is one such initiative.

## Goal

LIP for Health is intended to recruit, develop and nurture individuals who display exceptional commitment and passion for the health of the population and have health sector

## Purpose

LIP for Health has been put in place to develop future health leaders and provide opportunity for them to meaningfully contribute in the health sector by assuming various leadership positions.

## Objectives



Enable participants to learn about themselves, their strengths and weaknesses leading to personal leadership



Enable participants understand and influence the complex relationships between, their teams, their organizations, and external environment.



Incubate the next generation of leaders who can influence organizational culture and lead and manage transformational change in the health sector in Ethiopia.





**LIP for Health**

**1**

### **Targeted Recruitment**

Multiple levels of selection are in place to identify high potential health leaders. In addition to the eligibility screening criteria, several competencies and behaviors will be taken into account throughout the selection process to identify and retain top talented future health leaders.

**2**

### **Leadership Courses**

This includes the reading and understanding of the leadership literature, self-reflection, diagnosis of external environment and exposure with real-life application of leadership concepts

**3**

### **Practical Problem Solving Projects**

This component of the program involves the identification of an existing problem in a real-world setting and the application of problem solving skills and methods to develop a solution that addresses the problem directly

**4**

### **Coaching and Mentoring**

This program will combine both approaches to accelerate future health leader's learning curve exponentially. Potential mentors and coaches will be nominated by MOH and RHBs based on firm criteria. A more defined process of matching will be done to pair the mentor with mentee and the coach with coaching client.

**5**

### **Networking**

The leadership incubation center will feature a dedicated 2 networking events a year. These sessions will specifically be created for trainees and alumni members, providing an opportunity to network and leverage experience from key health leaders and keep up to date with the latest updates in leadership development in the health sector.

**6**

### **Shadowing**

The LIP for Health Program will include a shadowing component where participants will be attached with senior leaders for 1 to 2 weeks to facilitate practical real-life based learning

**7**

### **Psychometric Assessments**

LIP for Health will collaborate with such private sector organizations to apply psychometrics test or assessments methods to assess leadership potential by exploring a trainee's personality traits which provides an insight into how suited they may be for a given role or position within the health sector.