

## Leadership mgmt sustainability training organised

By A Staff Reporter

KATHMANDU, Nov.12: A five-day Leadership Management and Sustainability Training jointly organised by USAID, Adventist Development and Relief Agency (ADRA), National Health Training Centre (NHTC) under the Ministry of Health and Population, Management Science for Health (MSH) Nepal and facilitated by Institute of Cultural Affairs (ICA) Nepal concluded recently at Dhulikhel.

The training aims at improving health leadership in the management of health services in the context of Nepal. The training also aims at improving the mindset and values of health leaders managing practices that produce results and leadership competencies that empower and inspire others to reach their potential and make an impact on health.

Institutional Development Specialist Leadership, Management and Sustainability Programme of MSH and senior facilitator Sylvia Vriesendorp said that the training was first of its kind in Nepal and the training would help to explore the power of leadership in the working field, especially for the improved health services.

Sylvia said, "To become a manager who leads, you need to gradually shift your mindset towards seeing yourself as someone who mobilises and empowers others to create the future. To shift your mindset, it is

critical to know your values, because they will influence the kind of future you can create and will guide and sustain you on your journey."

The training was provided to share experiences related with health management and leadership in the district level and provide extra knowledge to lead the organisation. Although those in key positions in the health sector are carrying out their works, the absence of leadership training and managerial knowledge has been overshadowing their accomplishment.

Sylvia said that many people have reflected the need for leadership training but they were not showing the willingness to participate in the training. She said health-training centres should utilise the leadership training.

Hare Ram Bhattarai of MSH Nepal said that the leadership development programme has been started in Banke, Rupandehi and Jhapa as a pilot project and the impact was good from the district. He said that there are lots of resources in the health sector but due to lack of leadership that had gone waste.

Rishi Raj Koirala facilitator of NHTC said that the Ministry has been strengthening the health services. He said that the government has started health institution hand over programme to local stakeholders but management and leadership seem to be lacking. He said that the training would help to develop leadership to handle the

institutions at the local level.

The training would reach the local level and would help them to lead their organisation at their own initiatives. The training would be conducted as part of the initiative to hand over the health institutions at the local level, he added.

Sharing his experience, chief at the Regional Health Training Centre (RHTC), Pokhara, Binod Bindu Sharma said that he had witnessed many changes in his outlook and perception in the six months of the training period. He said that after participating in the leadership development programme he felt that he was now confident that he would be able to introduce innovative ideas.

Senior Programme Officer of MSH Naomi Blumberg David and Programme Director of ADRA Chantelle Allen had facilitated the training.

Facilitator Tatwa Prasad Timsina and Madan Raj Bista of ICA Nepal said that the training had been provided to 16 district health care managers. There were 15 participants from 11 countries including USA, Afghanistan, Japan, Cambodia, Azerbaijan and Nepal in the training.

A national level conference under the donors' support will be held on Monday. The conference will have the participation of donor agencies and government officials where deliberations will be made on leadership development for the management of health sector.