

# Leadership, management and governance: UP

# Outline: What we had

All very much from a private practice point of view

- ▶ Managing self
  - ▶ Managing resources and processes
  - ▶ Teamwork
  - ▶ Clinical governance
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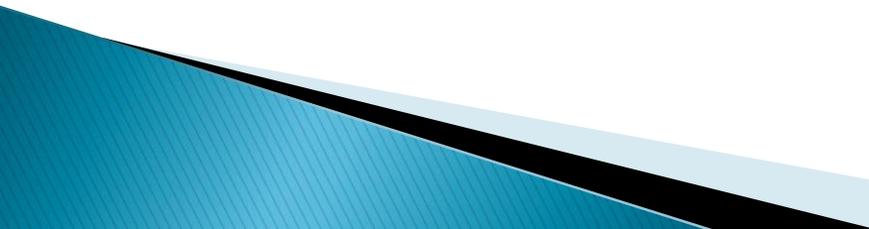
# Managing self

- ▶ Leadership role and tasks
  - ▶ Management style
  - ▶ Learning style
  - ▶ Conflict management style
  - ▶ Professional development
  - ▶ Personal financial planning
  - ▶ Time management
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# Managing resources and processes

- ▶ Laws
- ▶ Practice set up
  - Business models and contracts
  - Initial setup and plan
  - Layout
  - Equipment
  - Procurement

# Managing resources and processes

- ▶ **Finances**
    - Billing and medical aids
    - Cash flow management
    - Prevention of fraud
    - Financial planning
  - ▶ **Information and record keeping**
  - ▶ **Personnel**
    - Recruitment and appointment
    - Personnel motivation
    - Disciplinary procedures
  - ▶ **Dispensing**
  - ▶ **After hours duties and procedures**
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# Teamwork

- ▶ Personnel motivation
  - ▶ Conflict management
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# Clinical governance

- ▶ Evaluating of research evidence
  - ▶ Practice audit
  - ▶ Quality improvement
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# What we need

- ▶ BOTH public and private application
  - ▶ BOTH leadership and management skills
  - ▶ Change management skills
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**LEADERSHIP, MANAGEMENT & GOVERNANCE PROJECT**  
*Inspired Leadership. Sound Management. Transparent Governance.*

## LMG Project Conceptual Model: Leading, Managing and Governing for Results

### People and teams empowered to lead, manage and govern

#### Leading

- Scan
- Focus
- Align/Mobilize
- Inspire

#### Managing

- Plan
- Organize
- Implement
- Monitor/Evaluate

#### Governing

- Cultivate Accountability
- Engage Stakeholders
- Set Shared Direction
- Steward Resources

### Improved health system performance

Enhanced work environment & empowered male and female health workers

Responsive health systems prudently raising and allocating resources

Strong management systems

- Increased Service Access
- Expanded Service Utilization
- Better Quality
- Lower Cost

### Results

**Sustainable health outcomes and impact aligned with national health goals and MDGs 3, 4, 5, and 6**

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