

## DEVELOPING STAFF LEADERSHIP CAPACITY FOR CHANGE

- The WHO African Region’s Transformation Agenda seeks to, among other objectives, strengthen the health leadership role of WHO and ensure a fit-for-purpose organization that responds optimally to the needs of its Member States.
- The Pathway to Leadership for Health Transformation Programme, instituted in 2018, aims to enhance leadership and management capacity to improve overall performance, and foster a positive work environment in the health sector. This is an intensive, three-month training programme that strengthens leadership skills for teamwork, communication and coaching, while enabling trainees to create a leadership vision aligned with WHO or Ministries of Health values.
- During the period July 2022–June 2023, the programme was extended to other WHO regions and Ministries of Health.
  - A cohort of 20 senior staff from the European Region, a joint AFRO/EURO cohort of 23 senior staff, and a joint AFRO/EURO cohort of 20 WHO Representatives (WRs) and staff in the WR’s roster were trained.
  - Benin launched its first cohort of directors.
  - Ghana devoted its fourth cohort to women.
- As part of the efforts to harness the talent and potential of women leaders in health, the Region launched the “*Women in Leadership Masterclass: Power Up Your Executive Presence*” initiative.
  - The initiative is designed to support women leaders to realize their professional goals, and increase their leadership presence, influence and impact.
  - To date, 19 female staff have benefited from executive leadership master classes and professional coaching sessions which offer targeted guidance and skills development to help women thrive in the workplace.
  - These efforts are contributing to a more equitable, inclusive and diverse organization.
- WHO AFRO is also promoting the involvement of women in leadership roles through its *Women in Leadership Speaker Series*.
  - The series allows women to interact with female leaders in global development and to acquire the skills to handle professional and other challenges.
  - Three sessions have been conducted to provide support to address leadership challenges in the delivery of WHO technical support to Member States.
  - WHO Ghana organized an all-female cohort for the leadership programme, in line with the agenda of the Ministry of Health to allocate 60% of leadership training opportunities to women.
- To sustain leadership development among managers in Ministries, WHO AFRO is partnering with academic institutions, such as Ashesi University in Ghana and the University of Pretoria in South Africa, to expand its impact and preserve the ambitions of the Leadership for Health Transformation Programme.