

The Virtual Leadership Development Program for Human Resource Managers in Health

December 1, 2006

Dear Colleague:

The Leadership, Management and Sustainability (LMS) Program and the Capacity Project, is offering a Virtual Leadership Development Program (VLDP) for HR Managers working in African health organizations and programs, funded by the United States Agency for International Development.

The VLDP is a sixteen-week Internet-based leadership development program that consists of seven learning modules, expert virtual facilitation, and a supplementary participant workbook. The VLDP is designed for public and private sector health care organizations that want to strengthen the leadership capacity of their teams of HR managers. Experience delivering the VLDP in Africa, Latin America, the Caribbean, and the Middle East, has shown that participation in the VLDP strengthens individual leadership skills, improves team integration and performance, and improves team work climate. Please see the attached program flyer for more specific information about the program.

The VLDP begins on January 29, 2007 and continues over a period of 16 weeks. The program ends on May 18, 2007. MSH will host the VLDP on the VLDP website. Program participants work in teams to identify key leadership challenges within their organizations and to begin addressing these HR challenges. Experienced leadership and organizational development experts facilitate the VLDP and provide support, feedback, and guidance to the program participants.

The VLDP requires participating teams to:

- Work together as a team throughout the duration of the VLDP.
- Conduct face-to-face team meetings at least once every module (2-3 hours for each meeting).
- Produce demonstrable organizational or program results as an outcome of their participation in this VLDP.
- Work on improving leadership skills, individually and as a team.
- Invest an average of 4 hours per week from each individual team member during the VLDP to prepare for and complete individual and team assignments.
- Submit all homework, including the team action plan in a timely fashion.
- Participate actively in all aspects of the VLDP (individual work, team meetings, and in the virtual conversations with the other participating teams).
- Participate using the web site

In return, participating teams will benefit in the following ways:

- Personal and professional growth for the team and its members.
- Insights, models, as well as practical tools and techniques for the team and its members to continue their own development and facilitate that of others in the organizations.
- Increased confidence to use the Internet as a tool for communicating with others.
- Facilitator support in the development of a team action plan that addresses a real challenge facing your organization.
- A process to apply when addressing future challenges.

The VLDP enrolls teams, not individuals. Team size may vary between 4 and 10 people. Teams should be able to meet face to face several hours at least one time during each of the 7 modules. The program is designed for teams that consistently work together that can strictly commit to the program requirements for success listed in the below application and program flyer.

In order to enroll please e-mail or fax the completed application to MSH on or before December 8, 2006. We cannot guarantee acceptance in the program after this date. If you know of other organizations that may benefit from this program, please share this information with them.



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The cost of participation is US\$ 500 per team. Please contact VLDPAfrica@msh.org for information regarding wire transfers. Please note that scholarships are available to teams that qualify.

For more information, please contact the VLDP HRM Team (VLDPAfrica@msh.org). Additionally, you can contact either Thomas McMennamin or Elizabeth Sylvester by phone at +1 617-250-9500. During December and January, a member of the VLDP team will contact each organization that has applied to the upcoming program.

We hope to have a team from your organization or program participating in the January 2007 VLDP for HR Managers!

Thank you very much.

Sincerely,



Karen Sherk
Team Leader
The Virtual Leadership Development Program

Attachments:

VLDP for HR Managers Program Flyer
VLDP for HR Managers Application

The Capacity Project is a partnership between Intrahealth International, Interchurch Medical Assistance, JHPIEGO, Liverpool Associates in Tropical Health, Management Sciences for Health, Program for Appropriate Technology in Health, and the Training Resources Group.

The LMS Program is a partnership between Management Sciences for Health, Adventist Development and Relief Agency, Eastern and Southern Africa Management Institute, and RF | Binder Partners.

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Program Dates: January 29 – May 18, 2007

Applications Due: December 8, 2006

Application for Participation

To: VLDP for HR Managers Team
 Contact: e-mail: VLDPAfrica@msh.org; Tel: (617) 250- 9500; fax: (617) 250-9090;

Please send MSH the following information:

Team coordinator's name and position:	Name of organization:
Name and brief description of your organization (maximum of 2 paragraphs)	
Web site address:	
Mailing address and contact information (please include a complete physical mailing address, telephone number, and e-mail address):	
Team participating in the program. The maximum number of participants per team is 10. Please indicate the name and e-mail address of each member of the team. (Please note: individual participants must have their own individual e-mail accounts. If you have any questions or concerns, please let us know at VLDPAfrica@msh.org).	

Team Name:

Member	Name	First name	E-mail address	Position	Sex (M/F)	Cell phone #
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						

Does your team have or can it commit to (please check all those that apply):

Technical Requirements

- Reliable access to a computer and the internet
- Minimum 28.8 Kb/s modem connection speed
- Internet Explorer 5.1 or higher

Program Requirements for Success

- 4 hours/week for each team member over 16 weeks
- Active participation in all aspects of the program
- A team of people who work together on common HRM objectives
- Completion of assignments including the initiation of Team action plan implementation

Please complete and **return this application to MSH by December 8, 2006.**

E-mail: VLDPAfrica@msh.org; Tel: (617) 250- 9500; Fax: (617) 250-9090;

Once you have returned the completed application, your organization will be registered for the program. You will receive a written confirmation and further instructions on how to select usernames and passwords for the program website.

