

A photograph showing a group of people outdoors. In the foreground, a man in a dark suit is pointing his right hand towards the left. Behind him, a woman with glasses and a white shirt is looking at a document. Other people are visible in the background, some holding documents. The scene appears to be a professional meeting or a field visit.

Evolution of Health Systems Management

Integrity for achieving Universal Health Coverage in Kenya

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A Journey from Clinician to Manager

UHC Challenge in Kenya:





Maternal mortality Cases

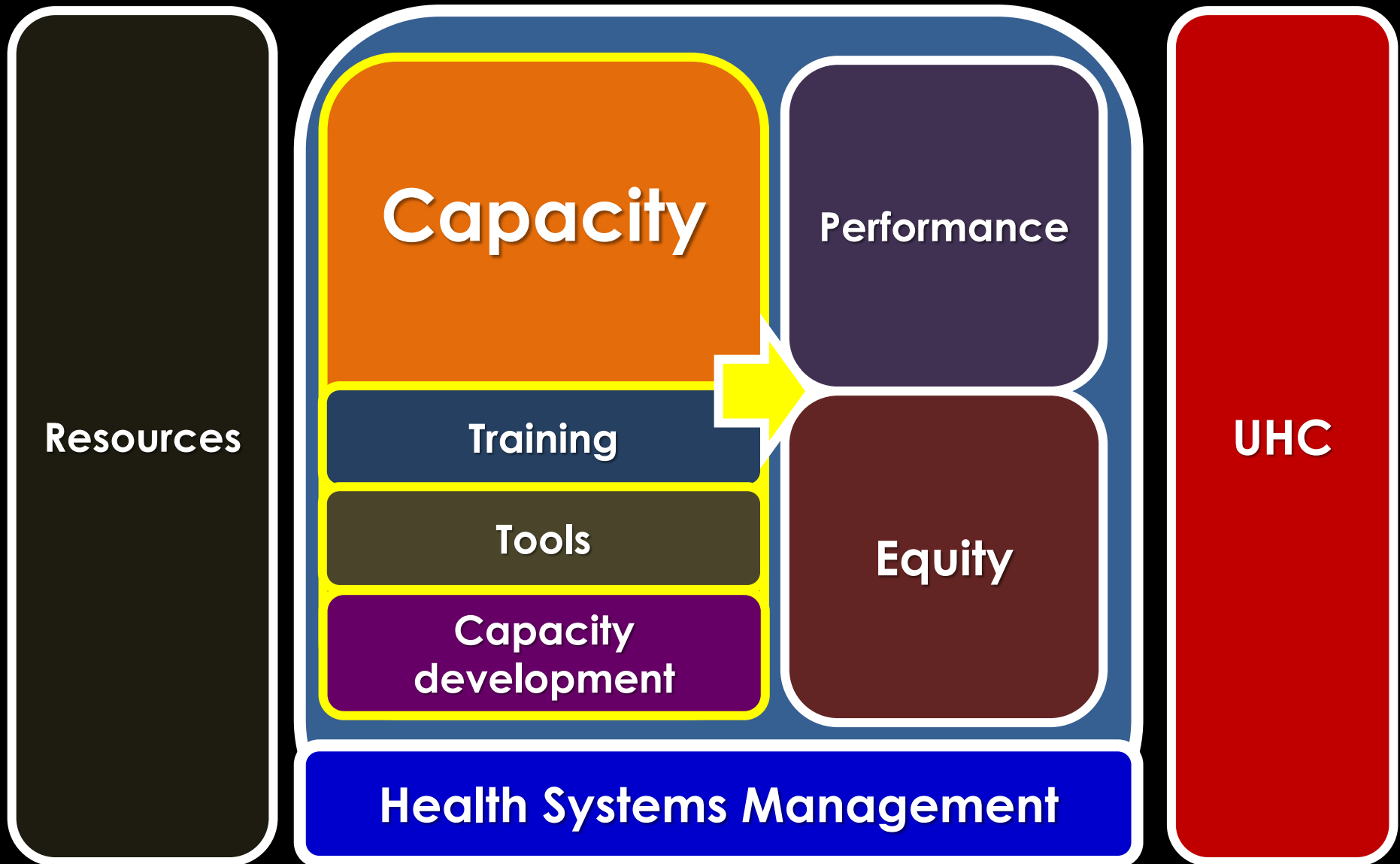
Case #	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10
age	17	26	23	24	40+*1	20	22	17	20	30+*1
Cause of death	Postpartum hemorrhage	Postpartum hemorrhage	Sepsis	Sepsis Anemia	Sepsis	Obstructed labor	Eclampsia	Ruptured uterus*2	Indirect (infection)	Indirect (infection)
# of pregnancy	1	3	3	1	9	3	2	2	3	5
Marital status	Single	Married	Married	Single	Widowed	Single	Single	Married	Married (2 nd wife)	Widowed
Highest education	Primary	Primary	Primary	Secondary	Primary	Primary	Secondary	Primary	Primary	Primary
Income of household (Ksh/month)	<2,000	40,000	4,000	N/A*1	<2,000	2,000-3,000	4,000	<2,000	2,000-3,000	<2,000
Month of pregnancy	9	9	8	6	9	10	9	9	8	9
Place of delivery	Home (TBA)	Dispensary	TBA's	N/A*3	Home*4	Dispensary	Home*5	N/A*3	N/A*3	N/A*3
ANC visit	5	+*1	2	0	0	6	0	2	1	0
1 st delay (hour)	0	0	4	0	48	0	0	9	4	48
2 nd delay (hour)	0.5 *6	0	6	6	2	0.5 *6	3	1	3	1.5
3 rd delay (Yes/No)	No	Yes	Yes	Yes	N/A*7	Yes	Yes	No	No	No





Think out of Box !!

Conceptual framework





HSM Training

Andragogy Style (do how)

Hard Skills

What to do

Professional
Certification
Legal
Regulation

Pedagogy

I have answer



Soft Skills

How to do

Leadership
Management
Teamwork
Communication

Andragogy

You have answer

Core competencies for change

Basic

Unlearning

Systems Thinking
Strategic Thinking

Servant leadership
Moral Capital

Team Building
Communication

Human Resource
management

Project
management

Community Health
Strategy

Service Quality
Management

Facilitative Supervision
Coaching/Mentoring

Health Promotion

Health Policy
Management

Health Information

Customer Relationship
Management

Health Financing

Procurement
Logistics

Supply side

Demand side

Servant leadership

Old leaders

Change is a threat to be controlled

Change is “managed” through methods and tools

Reactive mindset

We are expert and having answers

You have problems!!



Servant leaders

Change is a competitive advantage to be embraced

Change is “led” through the heart and mind

Proactive, strategic and systemic mindset

We are catalyst to facilitate people’s response

Together everyone achieves most (TEAM)

Management Tools

Republic of Kenya
 Ministry of Health

 Induction of
 County Health Management Teams
 (CHMT)
 Handbook

 May 2013

MOPHS - JICA
 INTEGRATED MANAGEMENT SUPPORTIVE
 SUPERVISION MANAGEMENT HANDBOOK

 APRIL 2013

MOPHS / JICA
 Strengthening Management for Health in Nyanza Province

 CHEW Management Handbook
 - Enhanced Knowledge to Improve Community Health Services -
 Afya Yetu, Jukumu Letu

 APRIL 2013

MOPHS-JICA
 Health Facilities / Community Unit Resource
 Directory 2010

 KISUMU WEST DISTRICT
 Nyanza Health Management Project
 July 2009 - July 2013

JICA SEMAH Project
 Health Systems Management in Nyanza Province, KENYA
 July 2009-June 2013

**Good Practices
 Handbook**

*Inspired by the Servant Leadership
 in Nyanza Province, Kenya*

 May 2013

 JAPAN INTERNATIONAL COOPERATION AGENCY

Project Newsletter May 2010 VOL 2
 MOPHS/JICA Nyanza Health Management Project (SEMAH)
 Promoting Healthy Communities in Nyanza Province, Kenya
 Tel: 020-3560001, 020-3560002, 020-3560003
 E-mail: nyanzahealth@jica.go.jp

Event Dates: May 2010
1st Workshop on Our Management of Health Services
 A health education workshop for health service providers...
2nd Workshop on Our Management of Health Services
 The second of the two workshops...
3rd Workshop on Our Management of Health Services
 The third of the two workshops...
4th Workshop on Our Management of Health Services
 The fourth of the two workshops...

Ministry of Public Health & Sanitation
 Japan International Cooperation Agency

**KENYA-JICA
 SEMAH PROJECT**
 Strengthening Management for Health
 in Nyanza Province, Kenya

 WE ARE
 VISIONARY LEADERS IN HEALTH

OFFICIAL REPORT 2009-2011
 Progress, Experience and Lesson-learned

 Nyanza Province
 KENYA
 June 2011

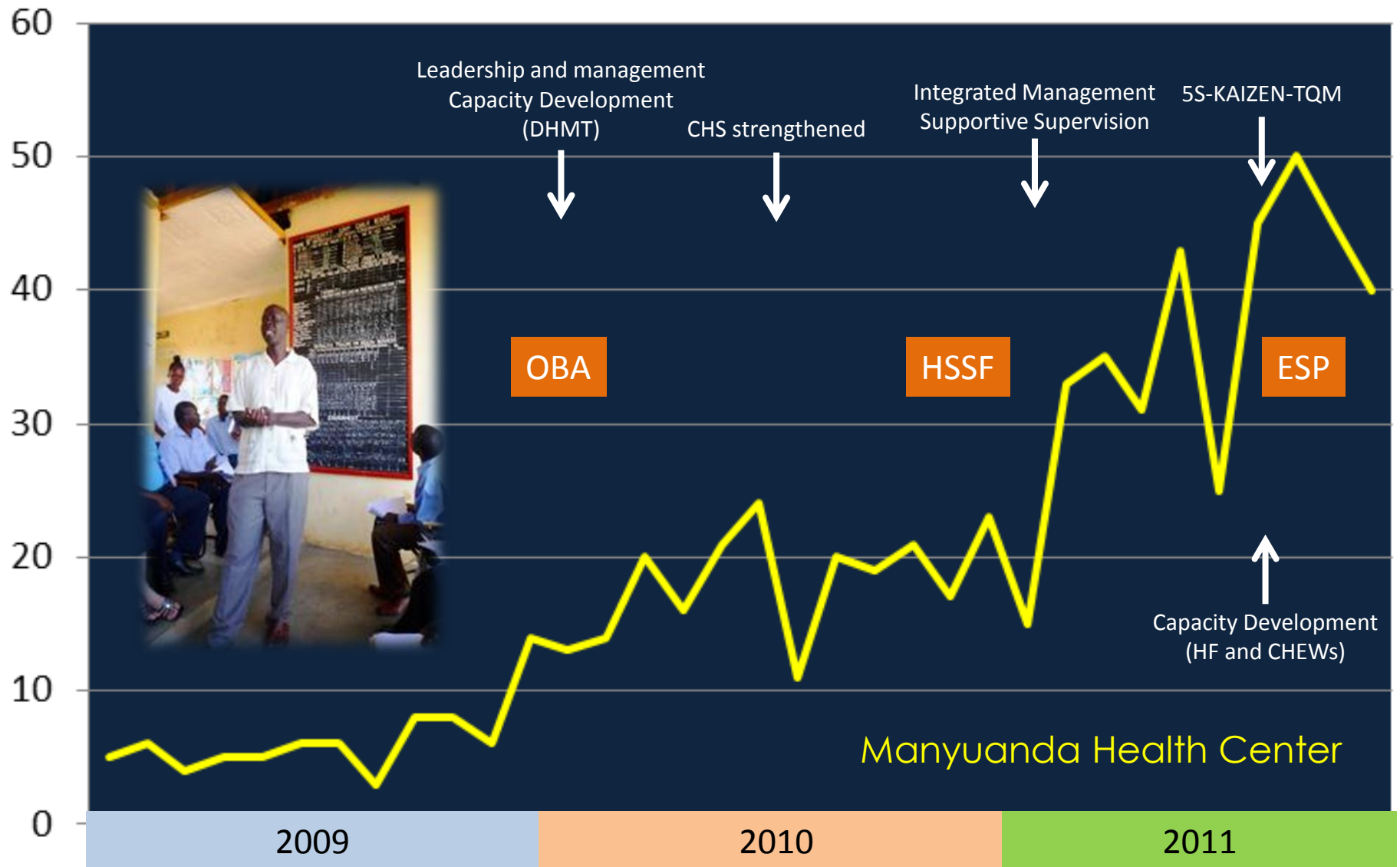
JICA SEMAH PROJECT, Kenya presents:
 Health Systems Management
 Introductory Team Building

 Course Report

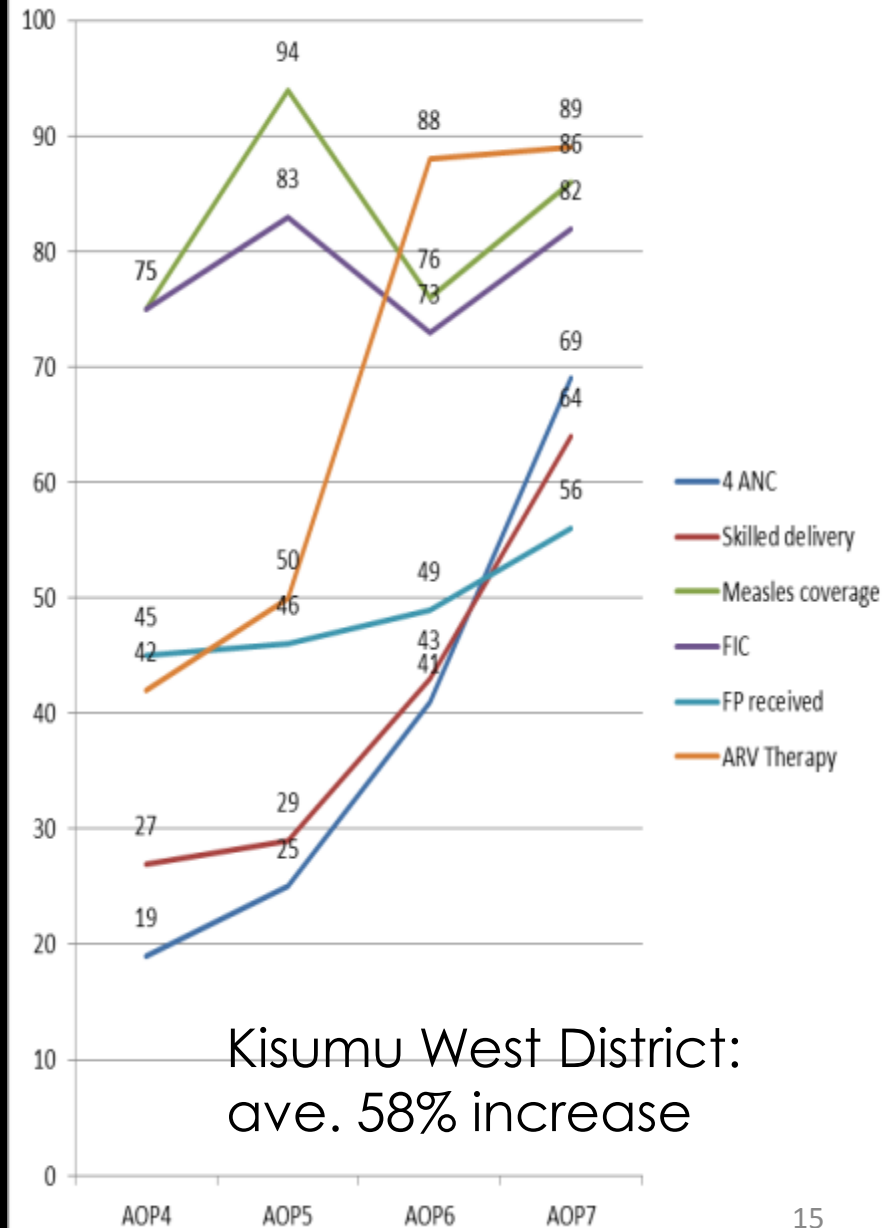
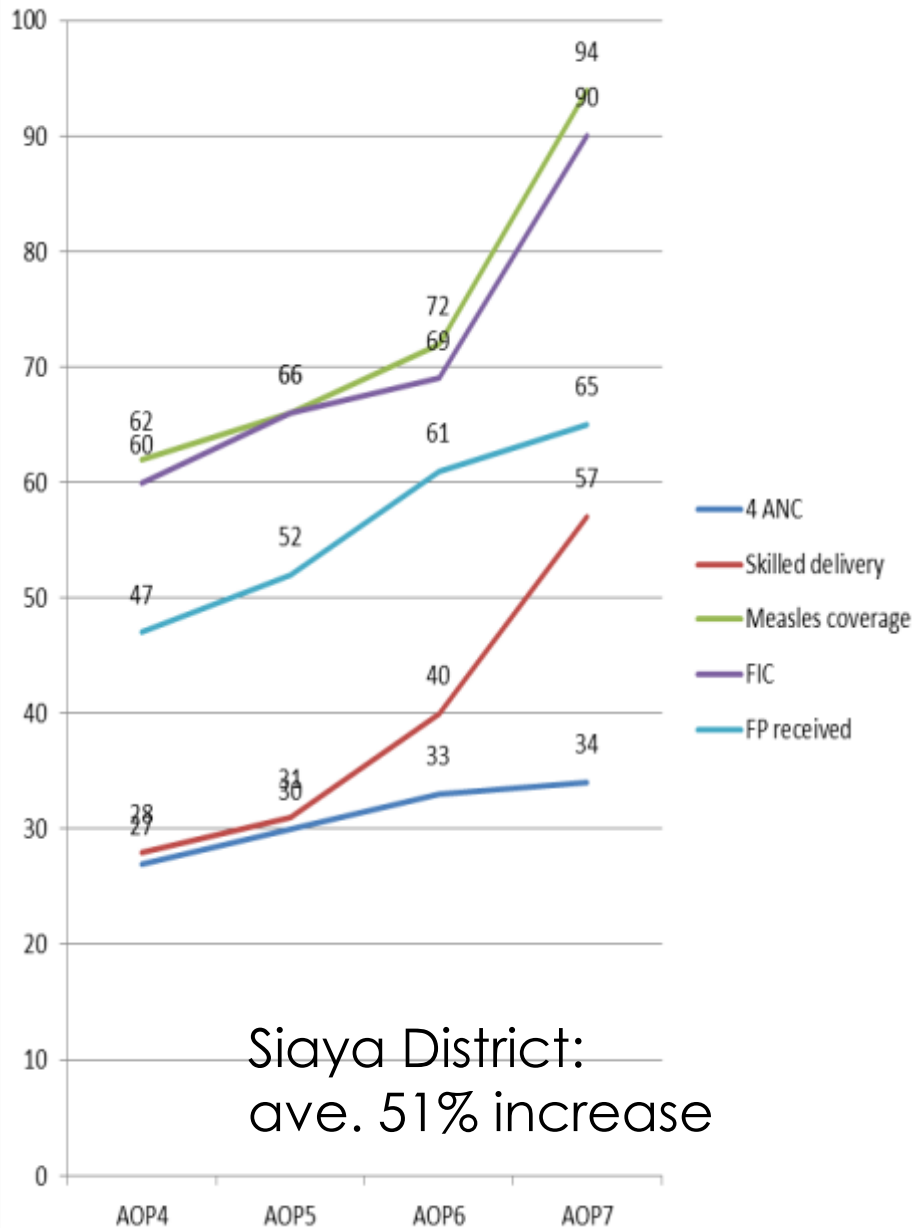
 Special Training Program for Somalia
 September 2012

 unicef JICA

Systems Synergy



Major health service deliveries



National and Regional implications





Servant leadership articulated the issue of self-reliance and successive changes of the whole health systems

Teamwork spirit addressed efficiency and effectiveness of collective actions

Moral capital in ethical and social dimensions rebuild the trust between the people and the health systems

Interactive communication and horizontal learning promoted a sense of positive competition and innovation

Think locally, Act globally





Thank you very much
Asante sana