

HONG KONG HOSPITAL LEADERSHIP CONVENTION

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South Africa

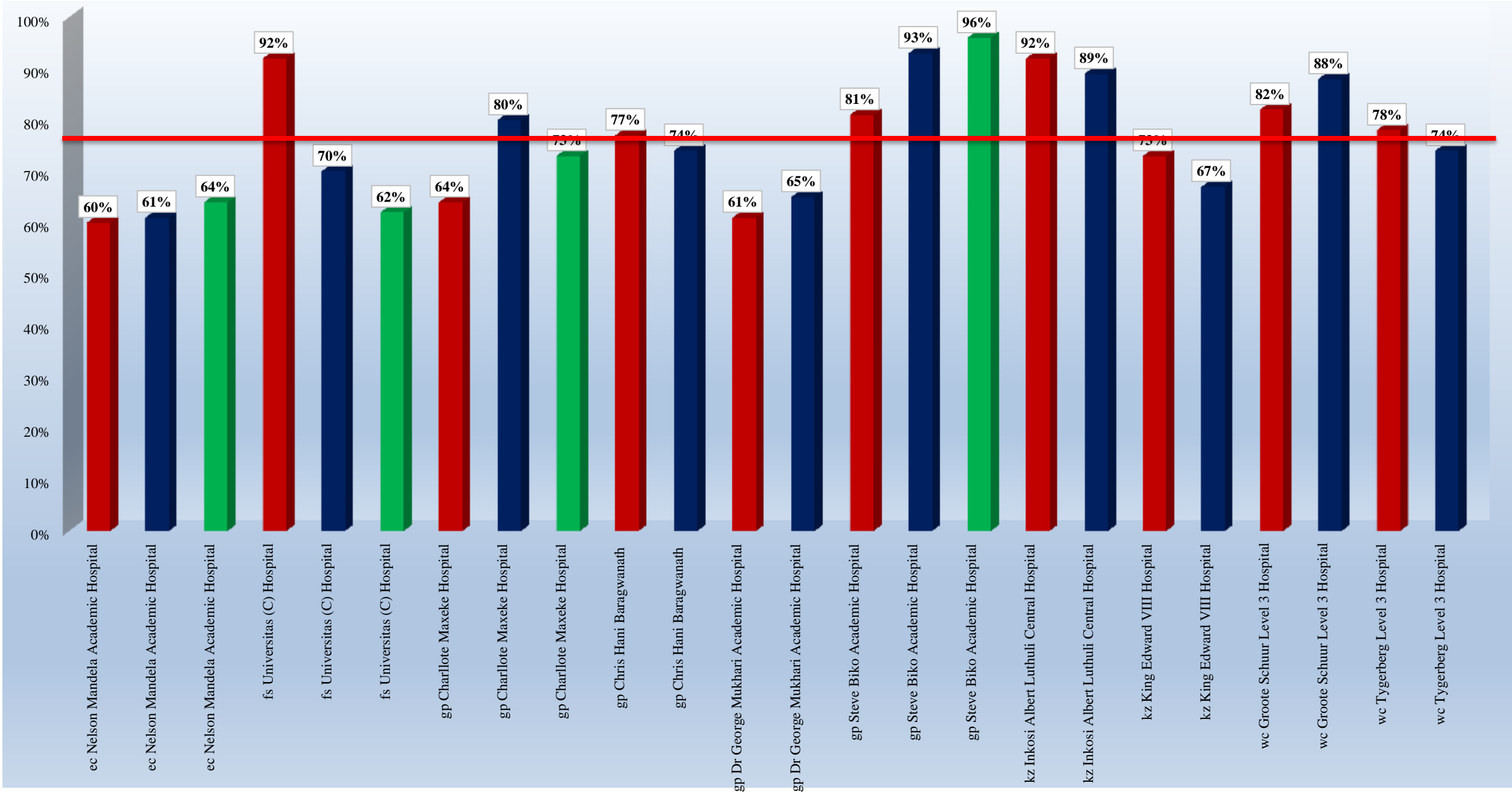
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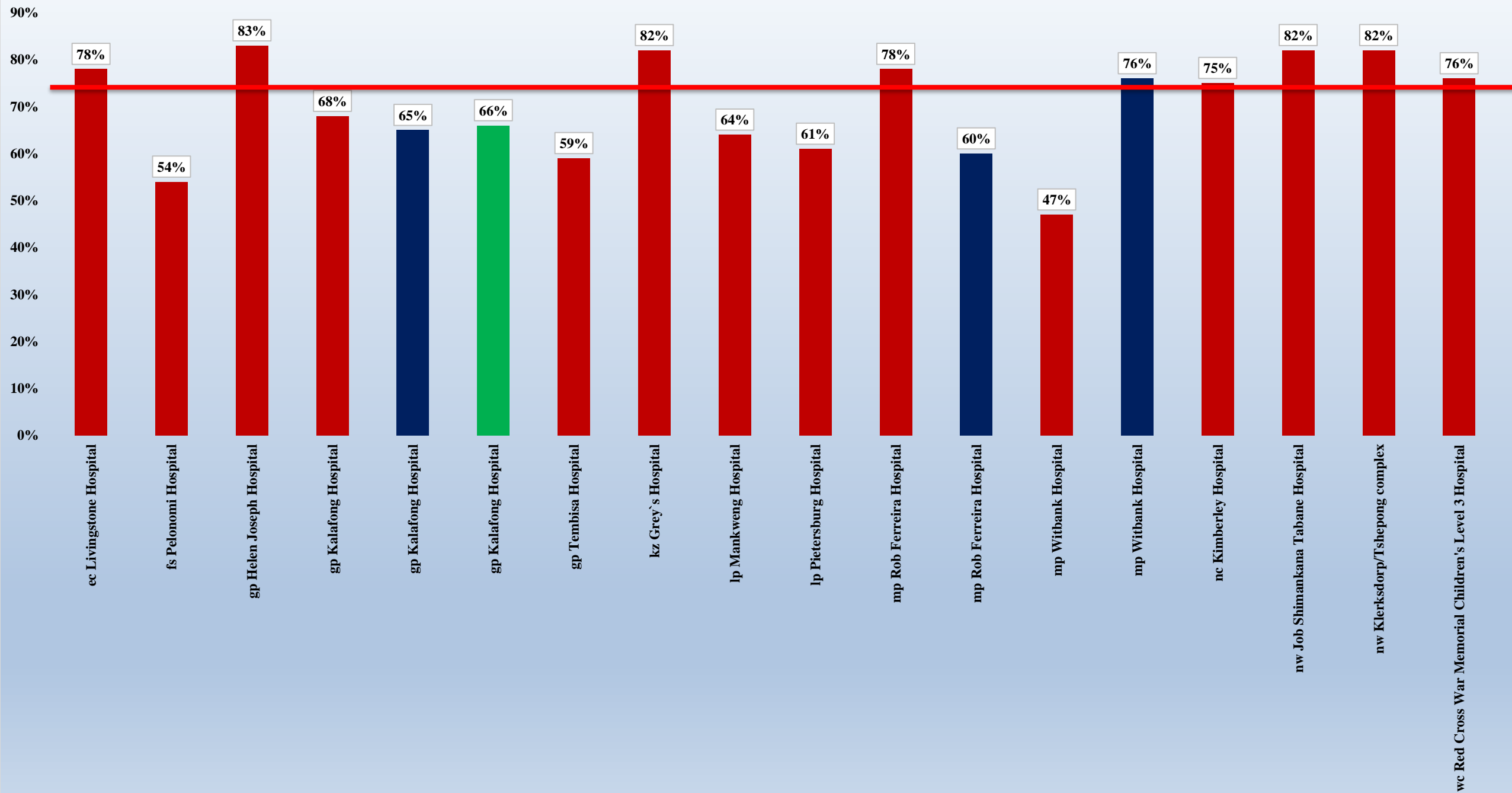
Management Challenges

- High GDP spend with sub-optimal health outcomes and competing demands on fiscus
- Burden of disease and health system transition requirements
 - UHC, NHI
- Leadership and management are critical components of strong health systems, but
 - Previous interventions did not address requirements satisfactorily
 - Lack of systematic link with health system requirements; generic and often externally driven; not grounded in HR strategy and human development for sustainability

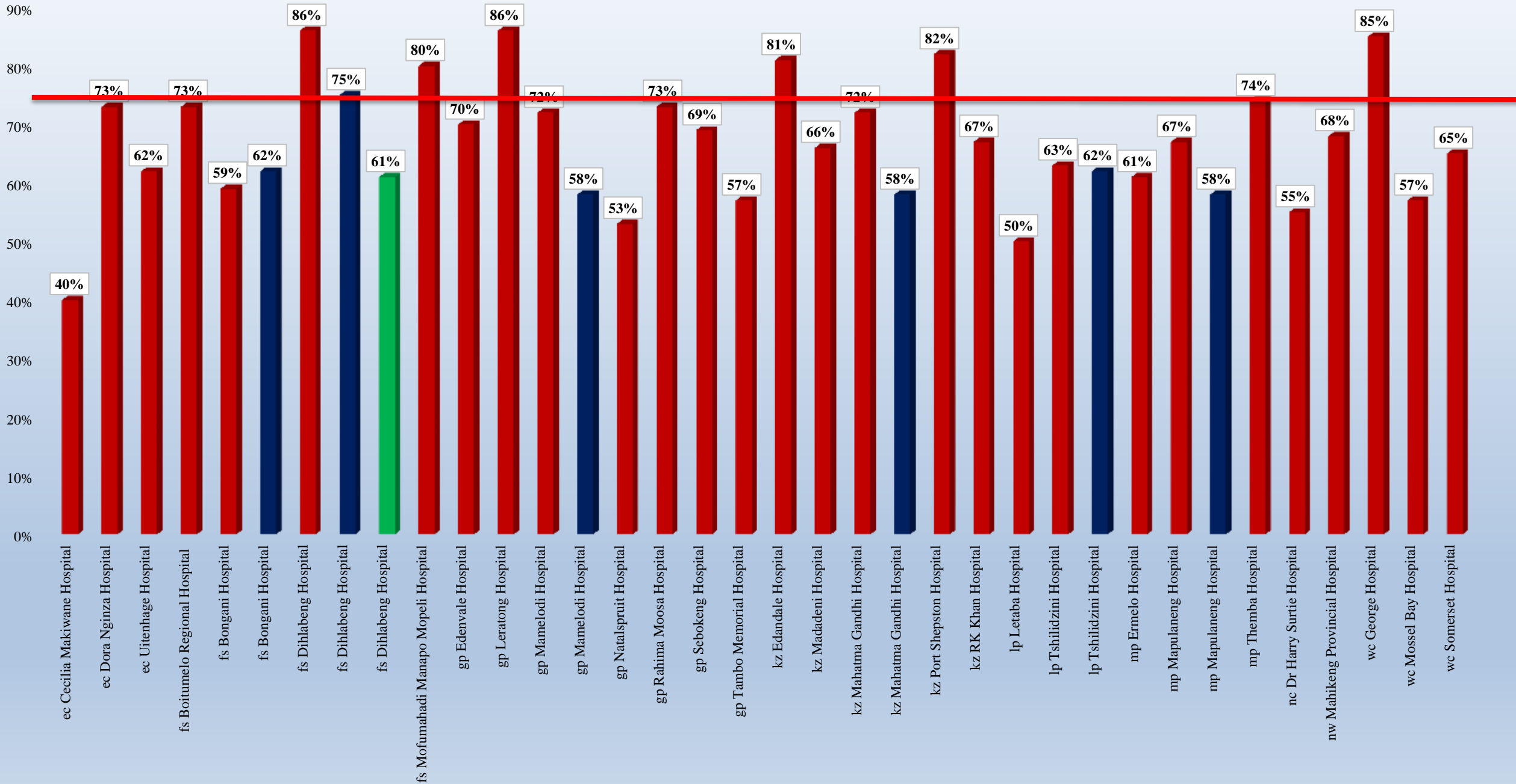
Performance of the Central /University Hospitals



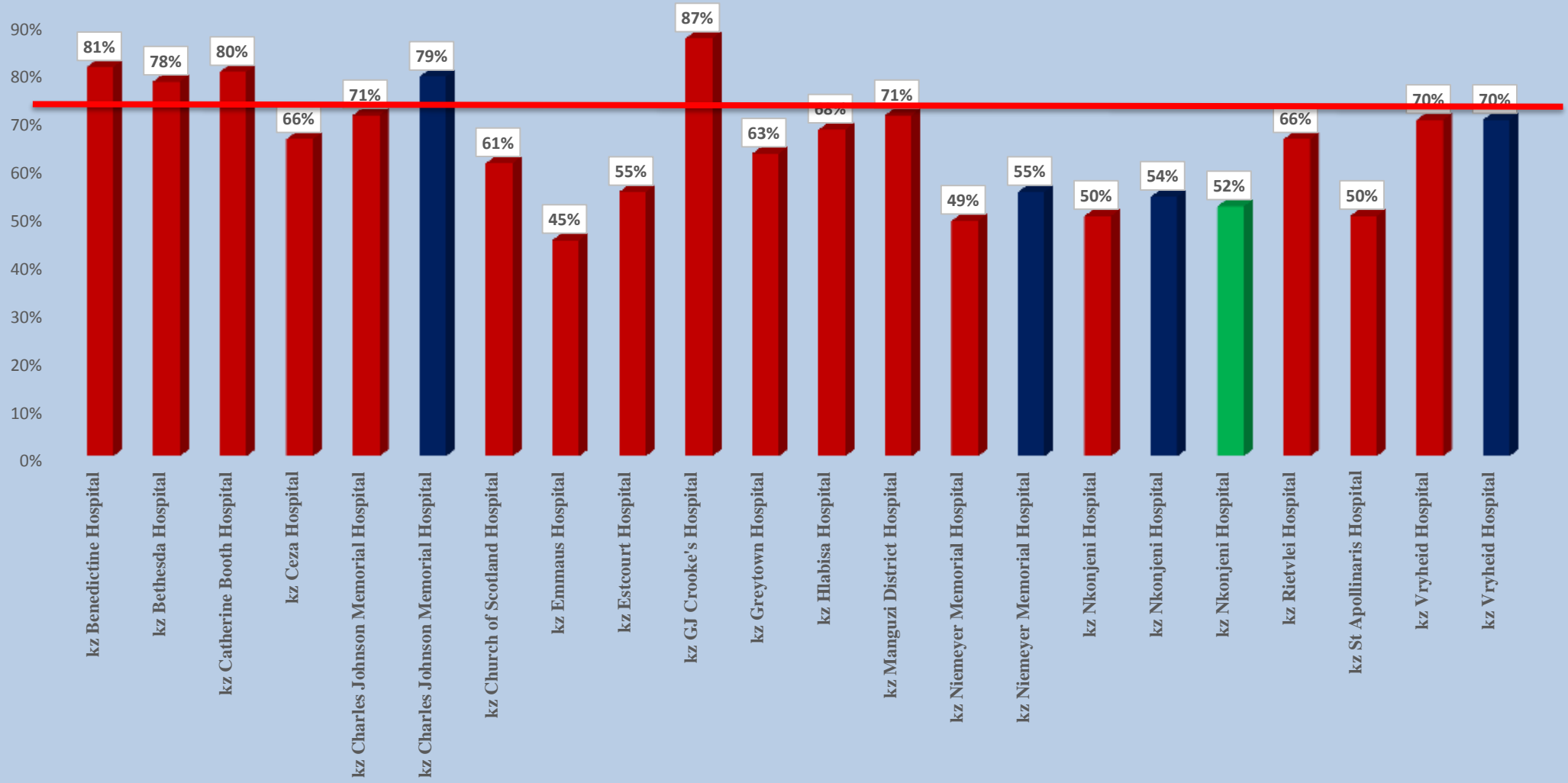
Performance of the Tertiary Hospitals



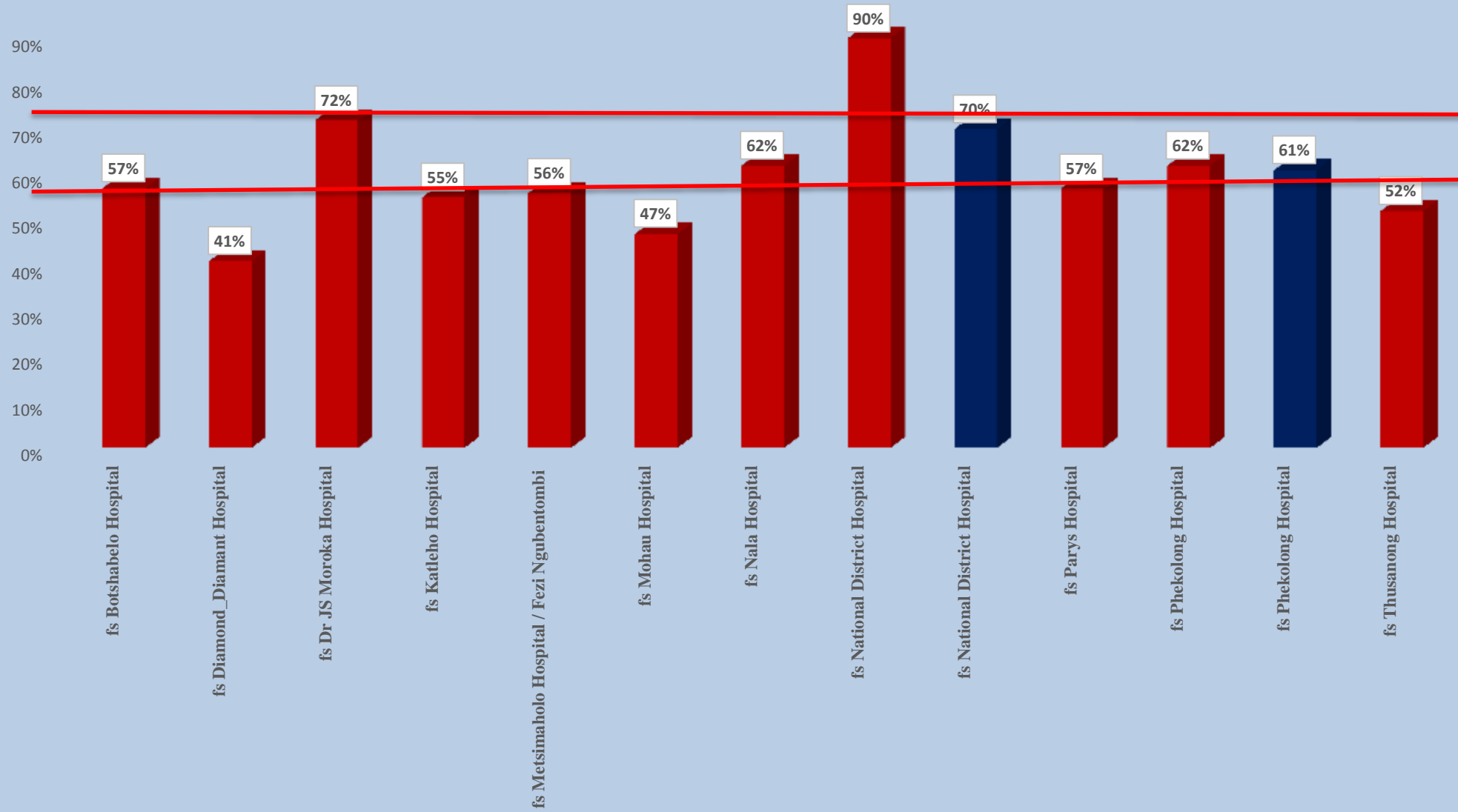
Performance of the Regional Hospitals



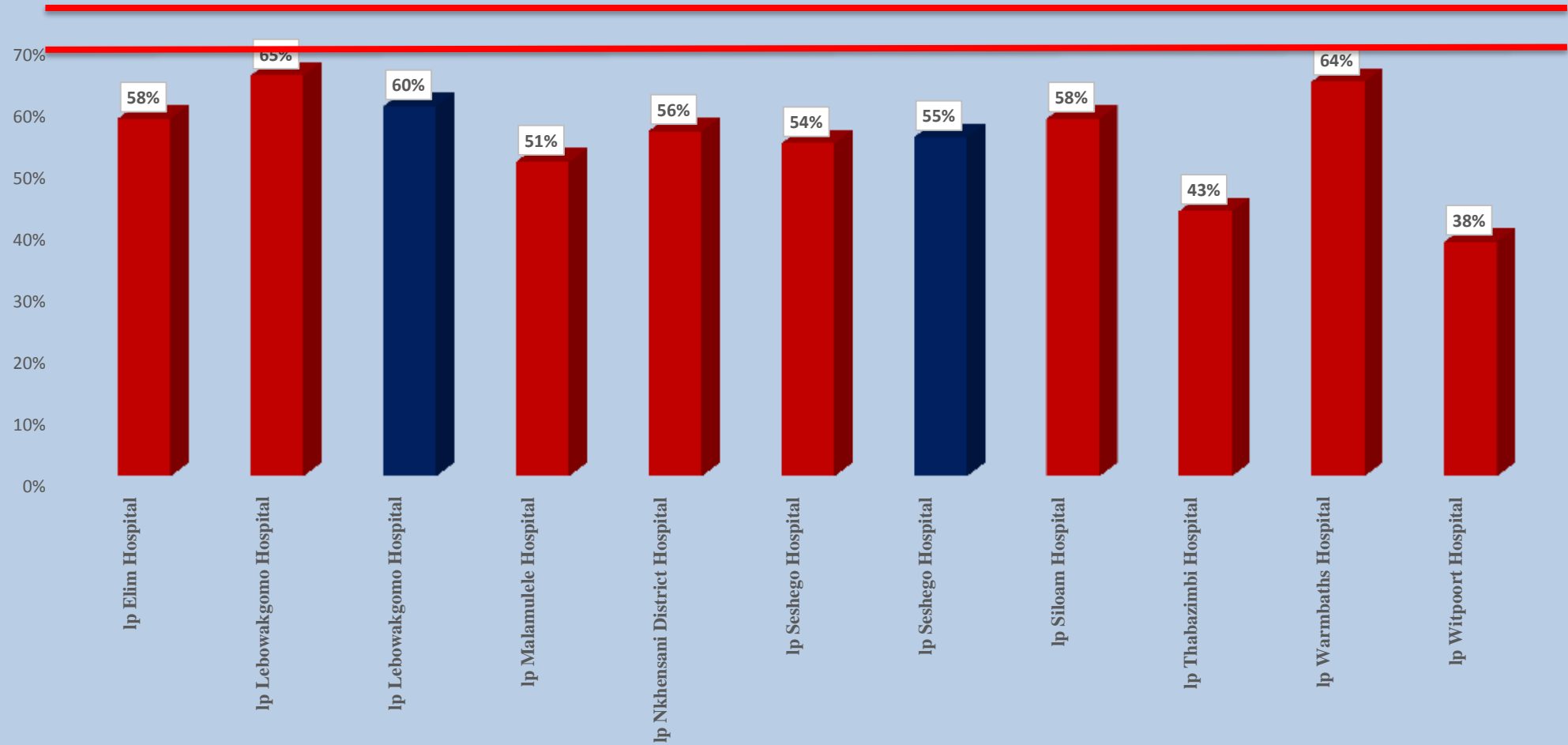
Performance of District Hospitals in KwaZulu Natal



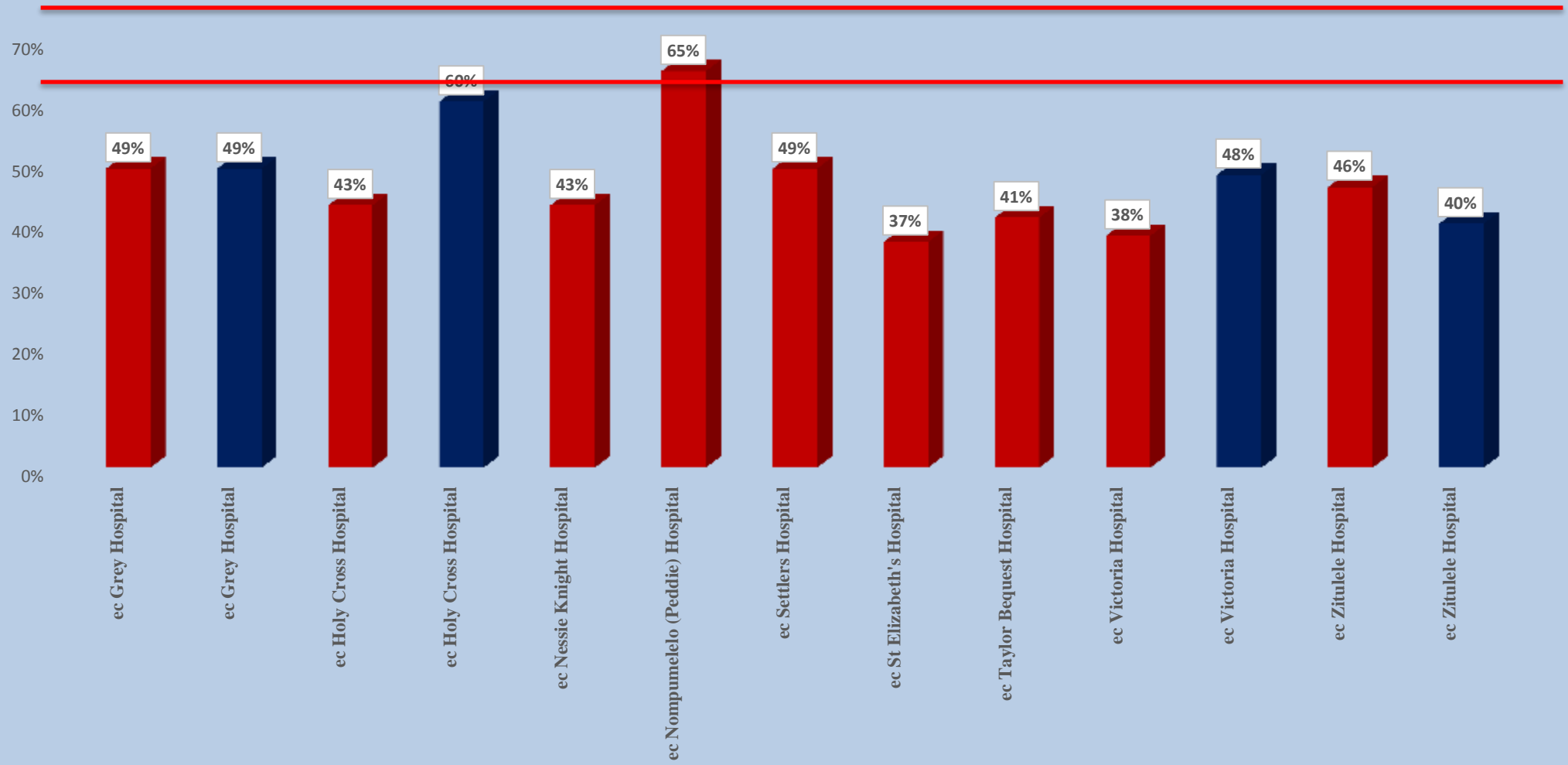
Performance of District Hospitals in Free State



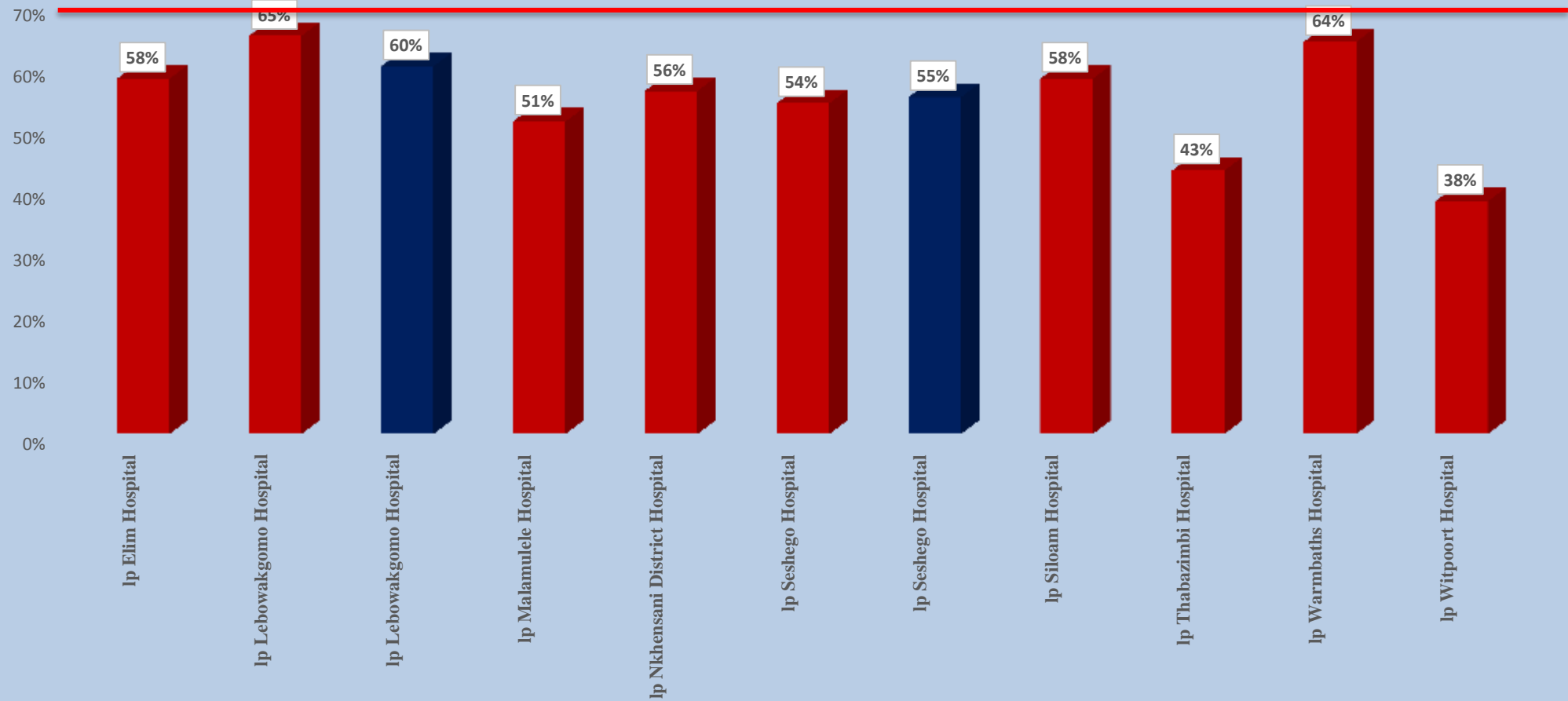
Performance of District Hospitals in Limpopo



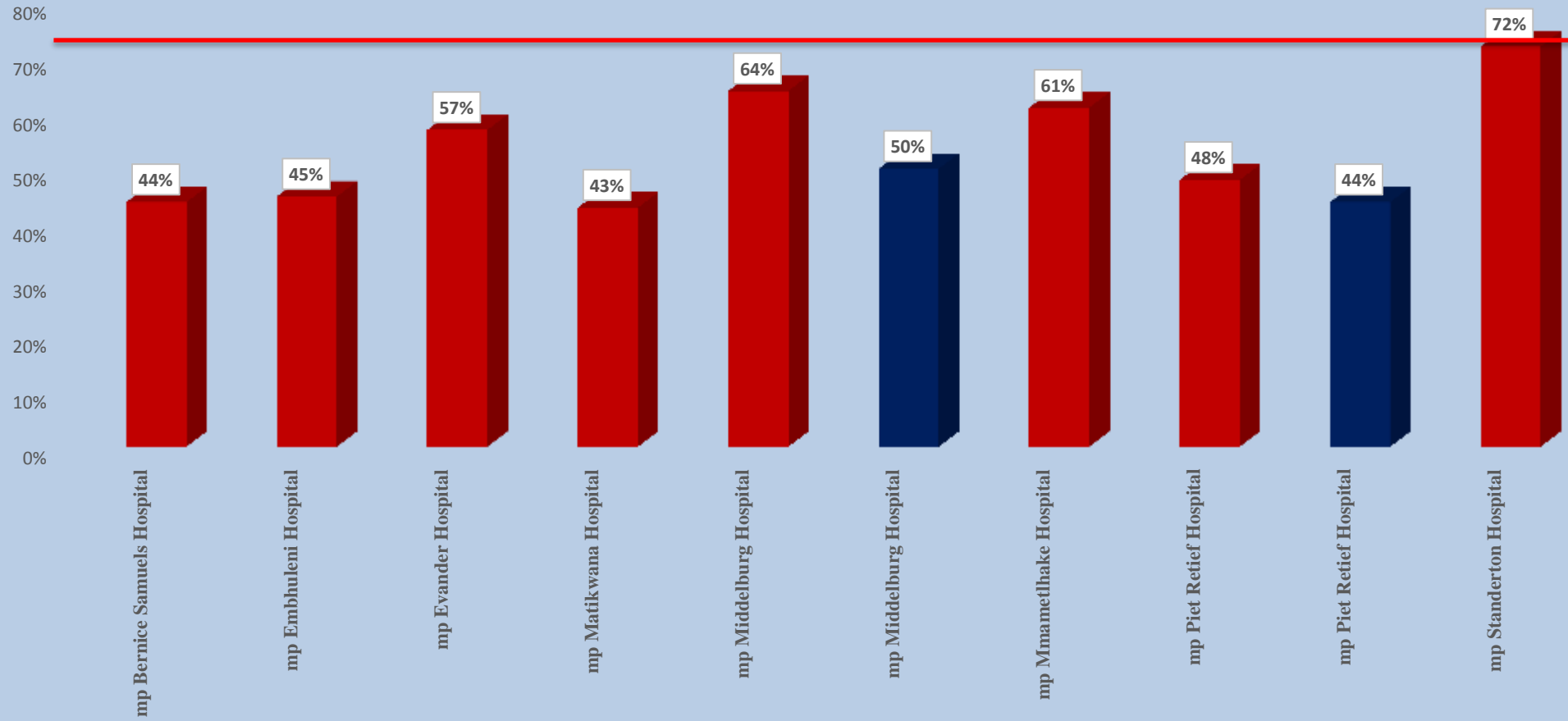
Performance of District Hospitals in Eastern Cape



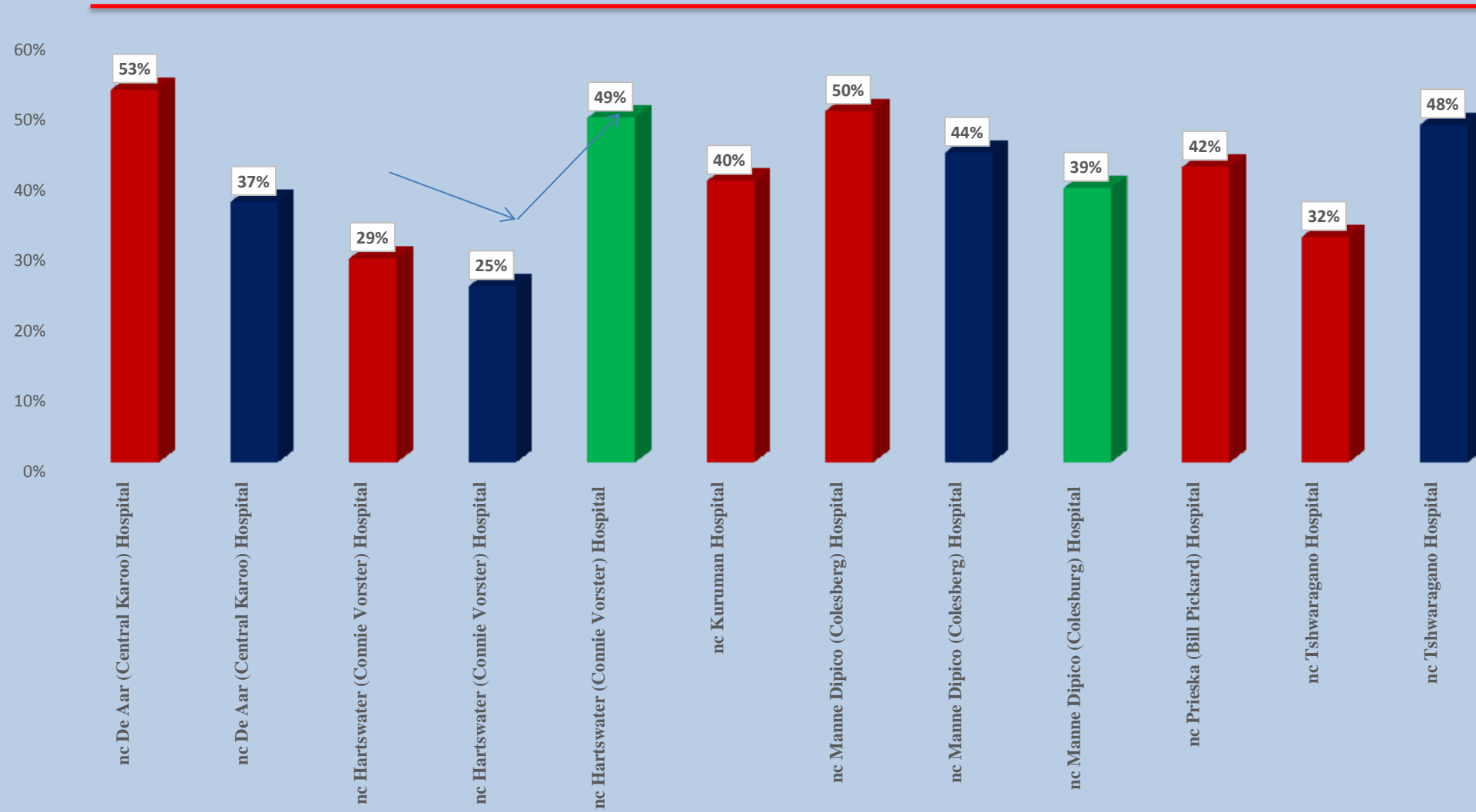
Performance of District Hospitals in Limpopo



Performance of District Hospitals in Mpumalanga



Performance of District Hospitals in Northern Cape



Evidence for doing better

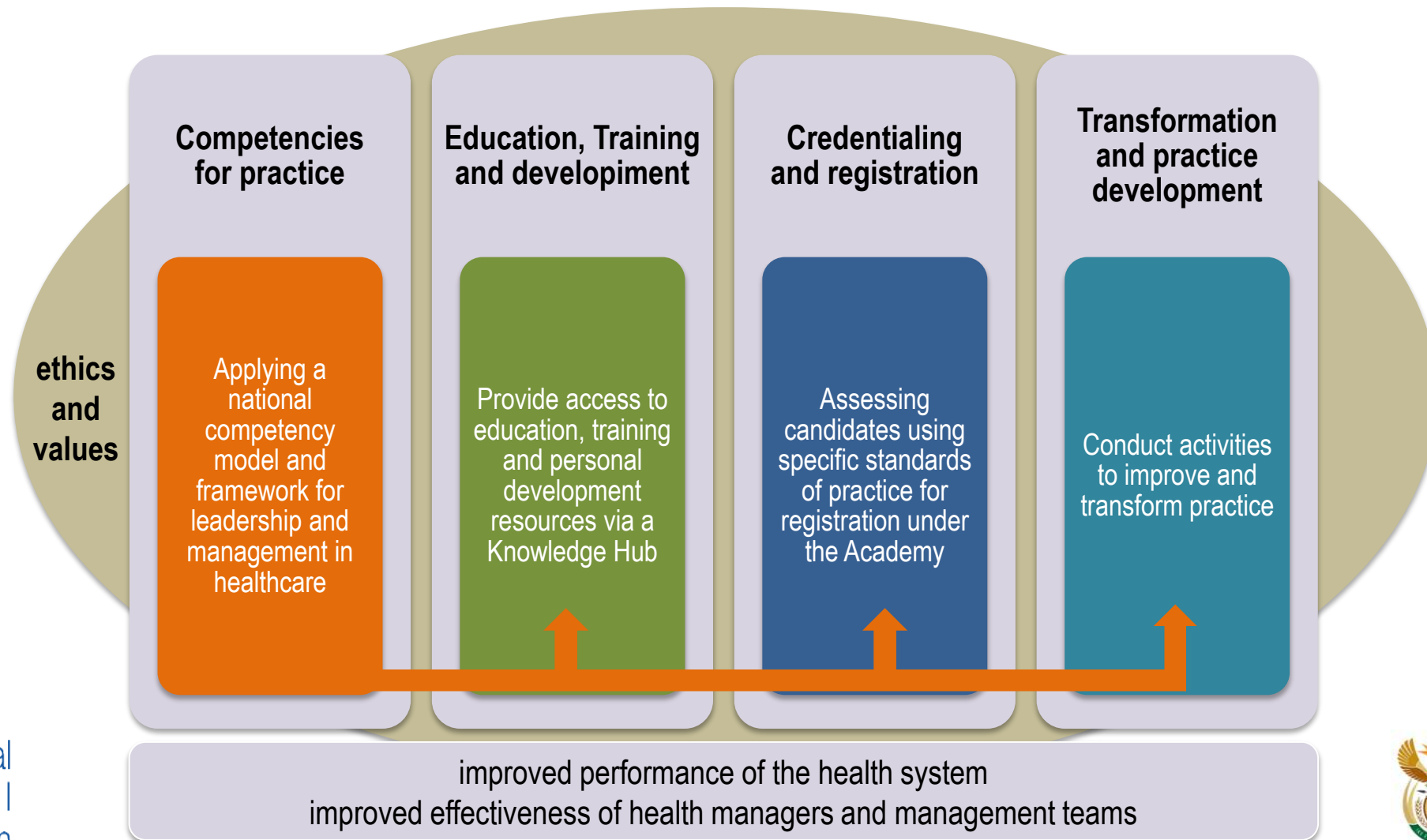
- International experience
- Move to more sustainable systemic approaches
 - beyond defining programme content and practice improvements
 - Focusing on multiple elements for cohesion
 - Importance of individual & team effectiveness and system performance
- Health L and M is a specialist field demanding transdisciplinarity
 - Public service values, public health principles, evidence-based management, systems strengthening, quality improvement, resource management etc.

Our proposed approach

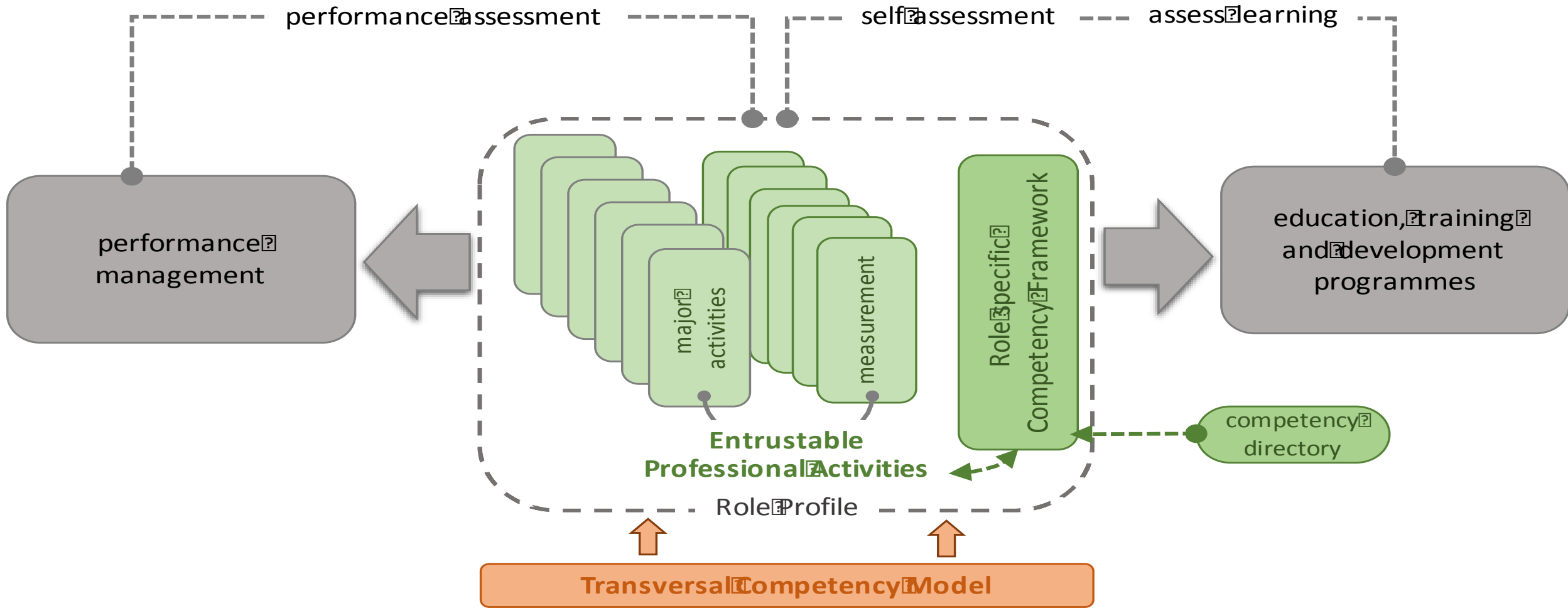
Elements of the approach:

- Developing an appropriate health competency model
- Aligning formal recognition to Leadership and Management interventions with **health system requirements**
- Sign post for health managers to access **relevant** and **directed** education, training, resources, mentoring, coaching and other support through **KNOWLEDGE HUB**
- Moving towards professionalisation
- Supporting the development and transformation of healthcare management practice with partners

Operational Overview



Standardised Competency Model



Knowledge Hub Functions



Administration

- User Profile
- Data exchange



Assessment, analysis and reporting

- Of individual, team and organisational competency



Connect to resources

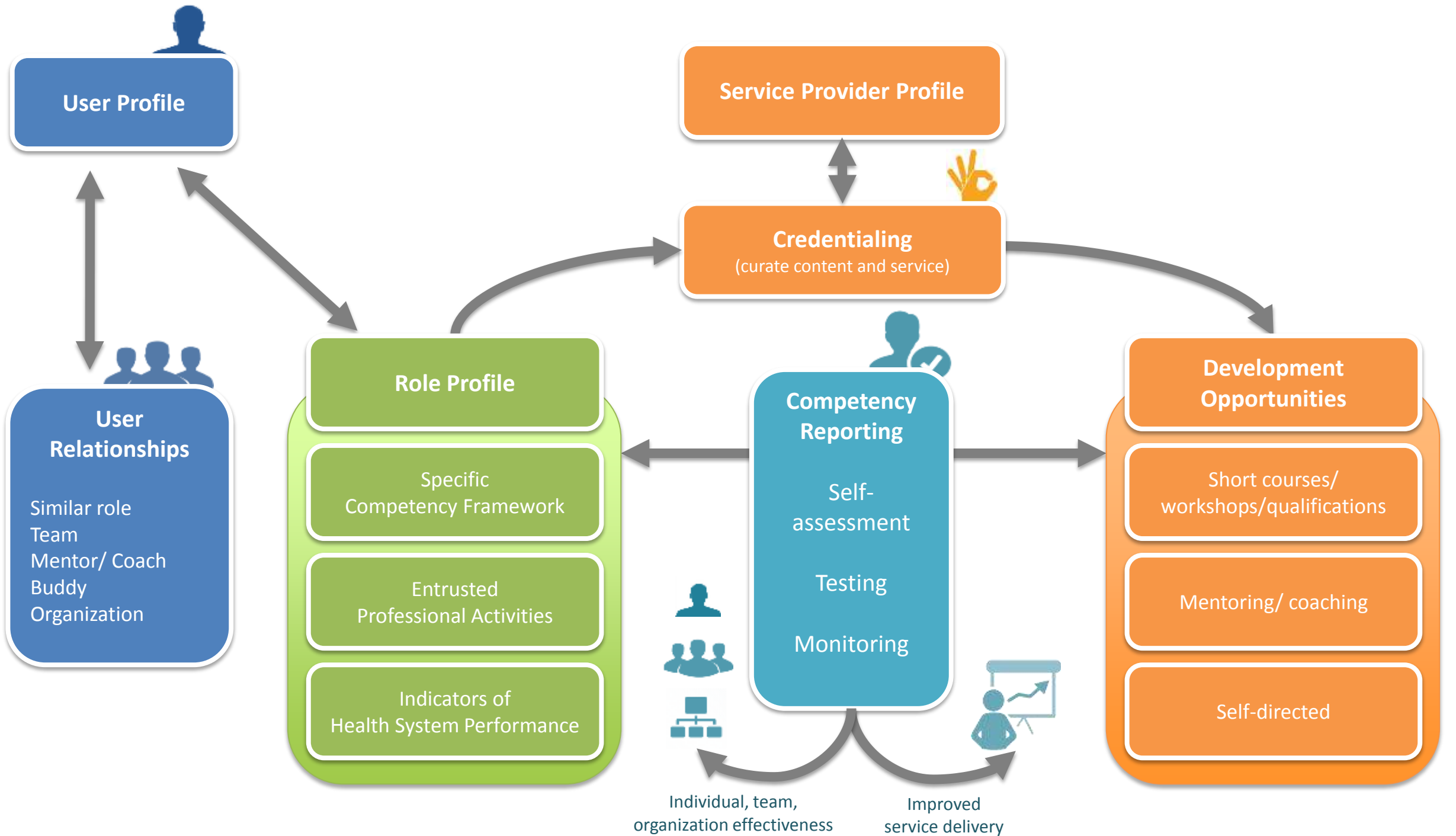
- Face-to-face
- Online
- Peers/ groups



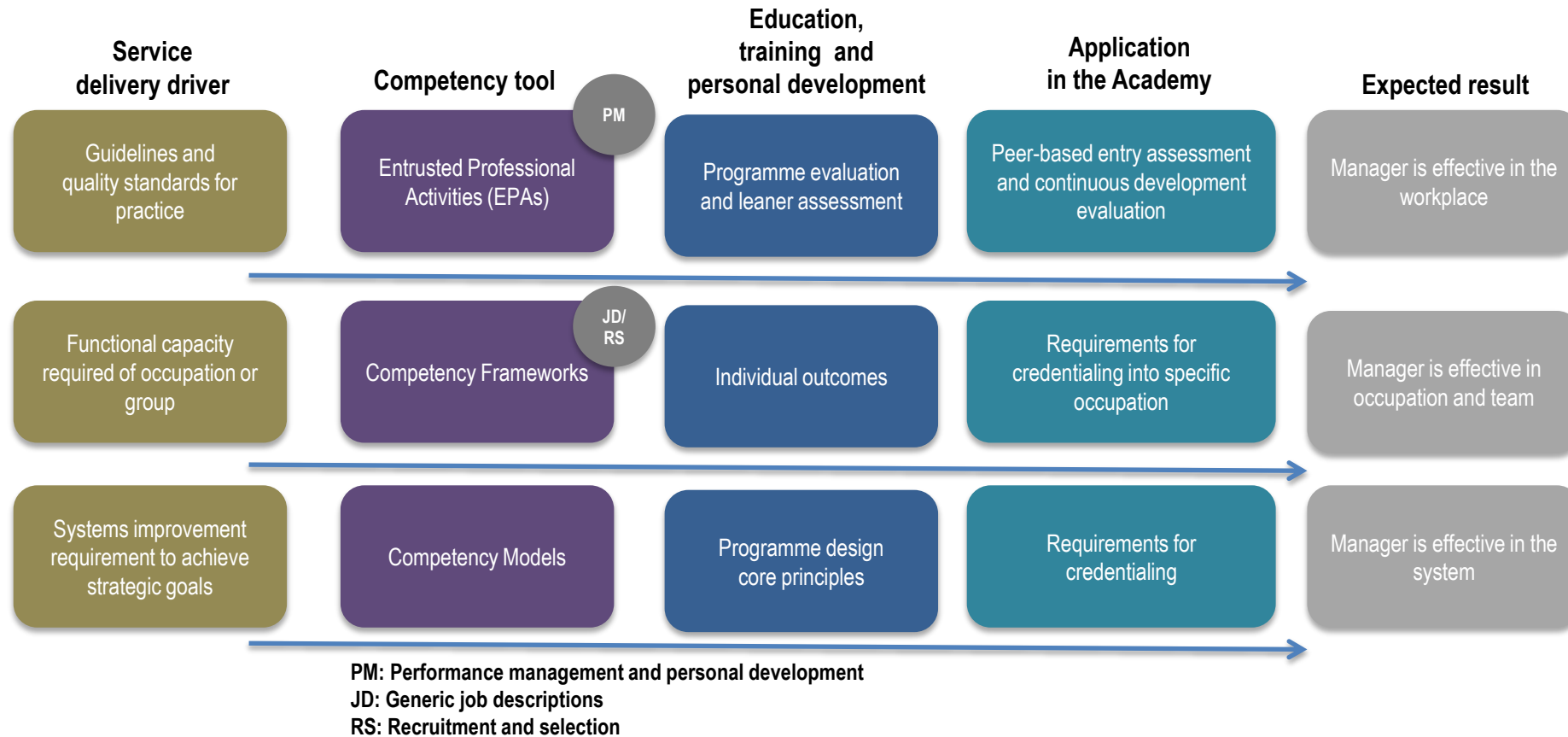
Improvement process Support

- Drive improvement
- Links in system performance data

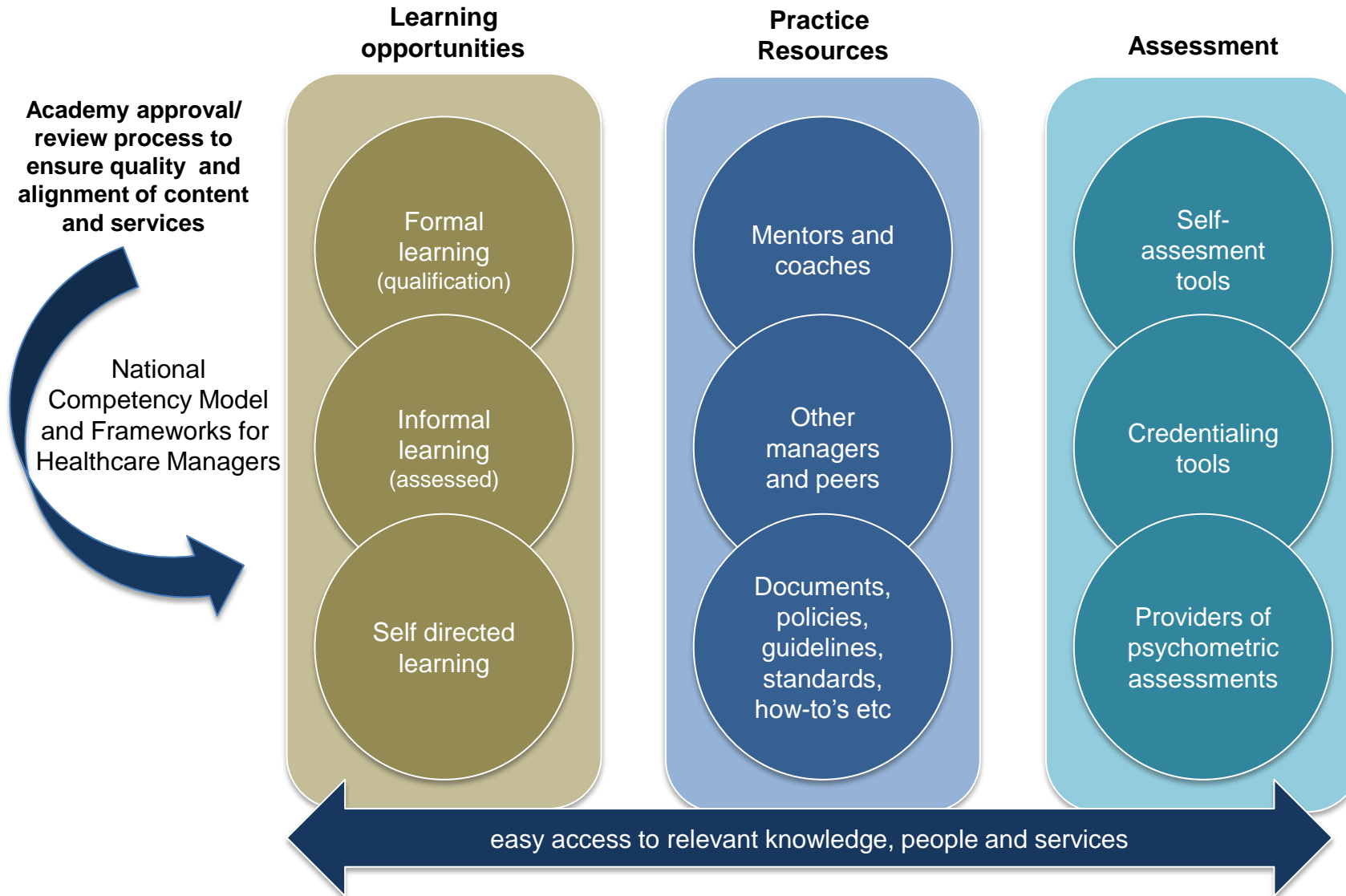
standardised competency model



Competency tools linked to service delivery imperatives



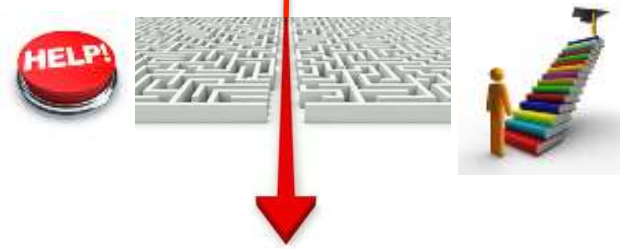
Improving practice using the Knowledge Hub for education, training and personal development



Who am I
Where am I



What I need

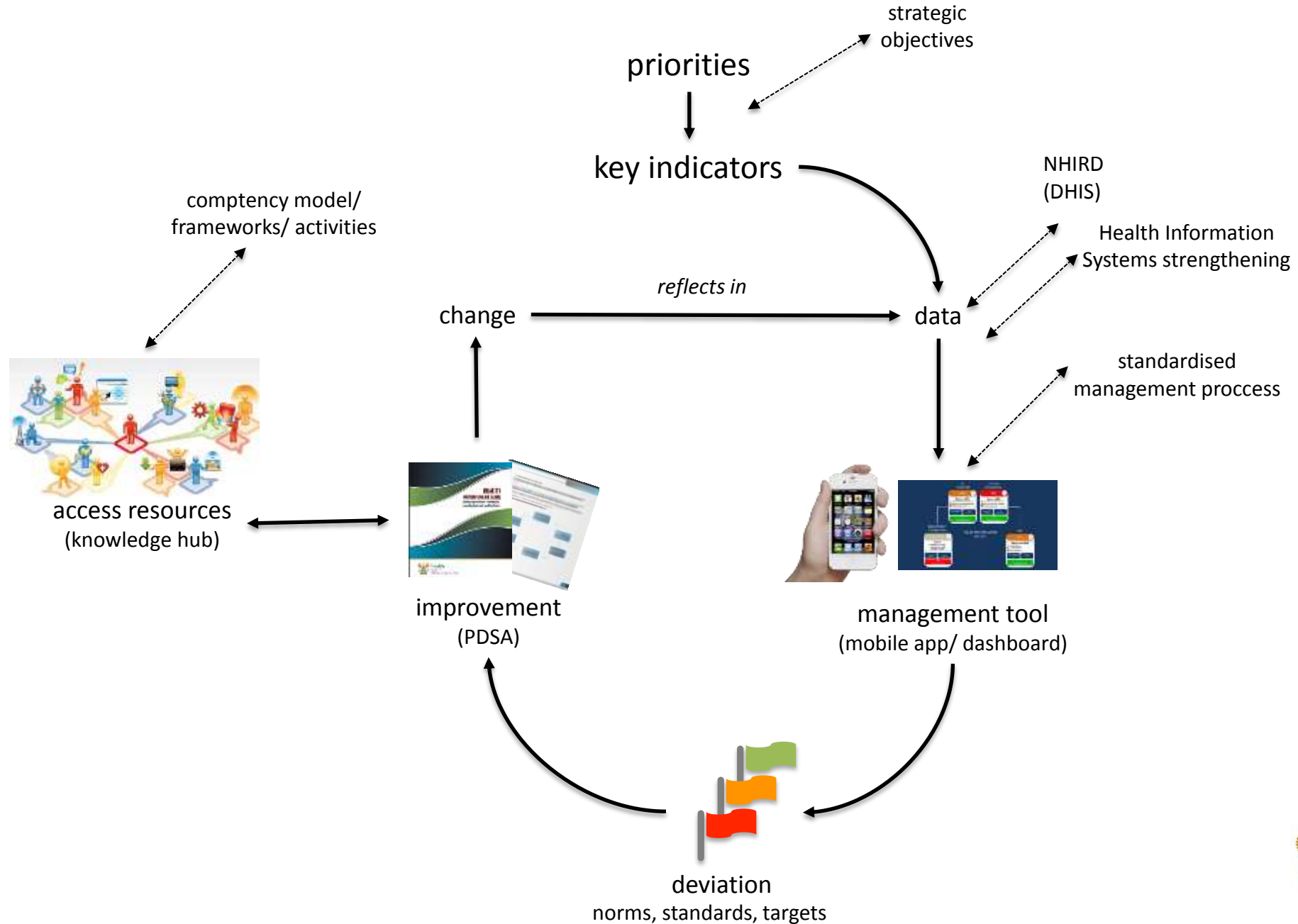


Where I can get help
Who I can help

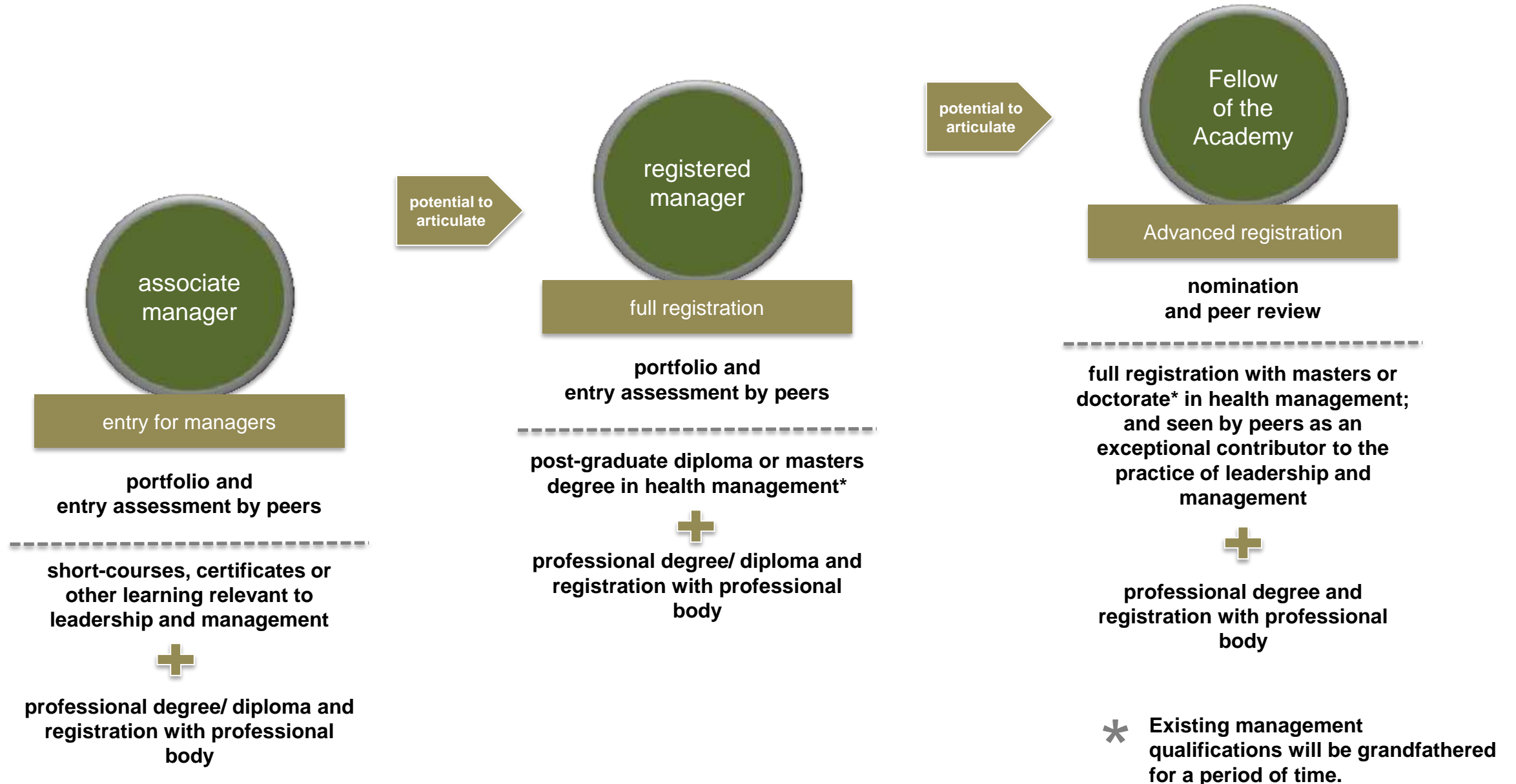


specific and relevant resources

Linking management practice to the Hub



Recognition and Registration





Adapted from the Centre for Creative Leadership approach

THANK YOU

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