

Report from participants from Nepal:

General observations:

Despite short duration of the workshop, it was instrumental in providing insights into different concepts and the linkages between them. Similarly, the exercises in country groups, presentation in the plenary and interaction with the colleagues from different countries were all helpful in acquiring skills in using information from country HRH statistics to generate further data of different kinds. In short, workshop did achieve its objectives of providing theoretical basis of strategic planning and provide opportunities for exercises to apply the knowledge into practice. There was adequate and friendly feedback provided to the participants by the facilitators which made the learning experience a pleasure.

Activities:

- a. Listening to presentations which were mostly interactive in nature as long as time permitted. There was no attempt to ignore the questions and even confusing questions were handled with understanding.
- b. Workshops with definite, clearly defined tasks in which the participants had opportunities to make use of the theory they had learnt during the presentation sessions. The feedback and explanation given during the group work were very empathetic and helpful.
- c. Opportunities were provided to practice the tools demonstrated during the presentations. I tired my hand in using WPRO Workforce Projection Tool and was pleasantly surprised by the quickness with which the projections could be made. Though there was some confusion among some of the participants about the purpose or the use to which it could be put to.
- d. We were able to prepare an outline of the action plan to follow when we return to our countries which we hope to put to use in collaboration with our colleagues from ministry of health and other stakeholders in HRH planning and management.

Knowledge:

- a. HRH situation and role of AAAH and WHO WPRO and SEARO initiatives to address the problems were successfully explained.
- b. Philippine experience in successfully developing a long term HRH Master Plan was demonstrated explicitly with key areas of importance which was helpful in giving us insight into the process a country team engaged in the task of developing HRH MP would benefit by following.
- c. Concepts in strategic management: had clearer concepts about leadership, management and leadership role in management, different types of planning and different levels of strategy etc. Similarly, use of SWOT and WOST matrices for problem analysis and how to turn weaknesses into strength could be done was explained with great clarity.
- d. Planning philosophy: had insights into different sources of objectives and goals and the need to work in the context of your country while deriving the goals in health, though one should be mindful of the international guidelines, norms and standards.

- e. Plan framework: Got better understanding of the concepts of action framework for planning for HRH as proposed by WHO.
- f. Learned the steps to make the problem tree and identify the problems in negative terms and turn them into objectives for the purpose of identifying the key areas of result of the plan. .
- g. Learned what do we mean by strategies when you want to move from a problem situation to a goal and different types of strategies. What are the different systems that need to be created in order to reach the strategy was another area of learning.
- h. Learned about the components of logical frame work and how to think about them in terms of a particular programme. Similarly, learned to develop operational plan for each activity under each programme.
- i. Understood the hierarchy of policies and their importance in planning process and development and implementation of programmes.
- j. Understood about the differences between monitoring and evaluation, when and how these processes are accomplished and their importance in the planning process.

Skills and competences:

- a. Learned to quickly apply the principles and concepts learned in the presentation to apply for the development of action plan
- b. Learned to use WPRO Workforce Projection Tool.
- c. Refined presentation skills during the meetings.
- d. Further strengthened listening skills and ask appropriate questions.

Submitted by:

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