

AAAH training workshop on regional guidelines for country strategic of human resources for health

Manila-Philippines

Feedback from the Sri Lankan participants

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Day 1: 05 May 2008

Topic	Key learning points	Remarks/Suggestions
Overview of the course	Course objectives explained	
Global health workforce challenges in the WPRO region-Dr. Ezekiel Nukuro	Global shortages HRH Challenges and WHO commitments	Good overview of global situation
Basic health planning and management overview-Dr. Karen Lassener	Concepts on leadership and management SWOT analysis as a tool for health planning Types of planning	A simple and generalizable tool

Day 2: 06 May 2008

Topic	Key learning points	Remarks/Suggestions
Guidelines fro regional HRH country strategic planning -MR/KR	Situational analysis-key information required Steps in crafting a problem tree Goals of the master plan- 9 Rs	

	<p>Objectives of the master plan</p> <p>-Short term/Medium term/long term</p> <p>WHO HRH development framework (the “6 bubbles”)</p>	
Workshop 1	Hands on activity on problem tree	The problem tree can be very complex, with connections and cross connections

Day 3: 07 May 2008

Topic	Key learning points	Remarks/Suggestions
Group presentations on D2 workshop-Presented the problem trees	<p>Identified the mistakes in doing a problem tree-Need to correctly identify the starter problem</p> <p>Key result areas should be measurable</p>	<p>To complex and overloaded with content to be absorbed within a half-day</p> <p>Links between different components need to highlighted</p>
Craft effective and appropriate strategies-KR	How to identify key result areas	
Systems development strategy-KR	HRMD wheel	
Logical framework approach-ML	The use of logical framework in project preparation	
Workforce Projection planning tool-Dr. Rodel Nodoru	How to use the WPPT	Very useful and user friendly tool
Workshop 2	Developing logical framework	

	<p>-Need to clearly identify KRA</p> <p>-Strategies based on KRA</p> <p>-Programmes are based on strategies</p> <p>LFA is for a programme</p> <p>Each programme has several projects</p> <p>Project matrix is for each project</p> <p>Indicators need to be specific and measurable.</p>	
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Day 4: 08 May 2008

Topic	Key learning points	Remarks/Suggestions
Policy and programme development in support of the master plan-ML	Steps in policy development	
Monitoring and evaluation-ML	When to use process, output, outcome and impact indicators	
Plan for annual strategic plan Review operational guidelines- KR	Organizational chart in health resource development system- Entry, workforce and exit	
Workshop	Action plan with policy development and M/E components	

	Summarized what was achieved from the training programme	
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ML-Prof. Marilyn Lorenzo

KR-Dr. Ken Ronquillo