

Empowering collective leadership across the health workforce can lead to a stronger health system, improved health & well-being, & more satisfied staff, patients, and communities.

Health Leadership & Management Development in Malawi: Towards a Theory for Health Systems Strengthening

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**PERFORM
2SCALE**
IMPROVING HEALTH WORKFORCE PERFORMANCE



Background

- Dearth of evidence on **application of health leadership & management development** for **health systems strengthening** in low-and middle-income contexts.
- Lack of consensus around **how health leadership & management is conceptualised within different contexts**

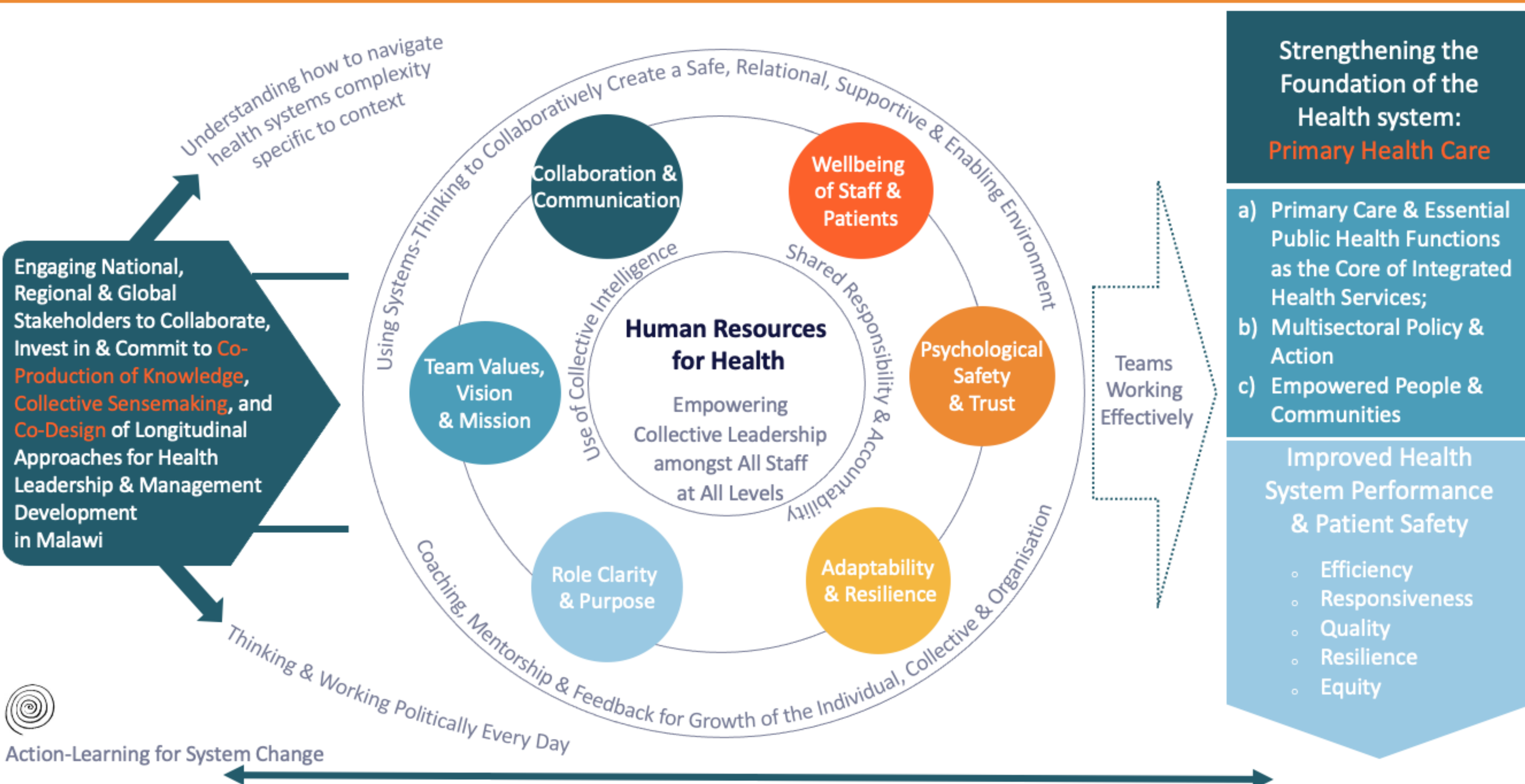
Methodology

- Qualitative Case Study: **Malawi**
- Grounded Theory approach using a **soft systems thinking lens**
- **Methods of Data Collection**
 - Desk & Documentary Review (>200)
 - Interviews (n=37)
 - Rich Pictures through systems mapping
 - Non-participant observation

Results

- Vast **range of efforts & investment** to develop leadership & management
- **Stark contrast** between what stakeholders **assumed to be happening & lived experiences on the ground**
- Health workforce identified **need for efforts to be collectivistic & extend to primary level & beyond**

Creating a Culture of Collective Leadership for Health Systems Strengthening in Malawi



Long-Term Outcomes > Strong Health System; Improved Health & Well-Being; Satisfied Staff, Patients & Communities



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