

2022 EAST AFRICA LEADERSHIP PROJECT EXAMPLES

LEADERSHIP PROJECT THEME	<i>Centering women and girls in health</i>
LEADERSHIP PROJECT TITLE	<i>Improving utilization of cervical cancer screening services by female sex workers in the country</i>
LEADERSHIP PROJECT DESCRIPTION	<p><i>The organization will liase with the Ministry of Health and be based in a referral hospital and reach out to the intended beneficiaries, the female sex workers. The intended beneficiaries will be mobilized by their peer leaders to join the program.</i></p> <p><i>As a Principal Investigator of the project, I will be charged with the responsibility of preparing, executing or implementing and overseeing the administration of a research grant. I will be in-charge of the cooperative agreement, and training health workers and peer leaders of the female sex workers. I will ensure that the sponsored project is in compliance with applicable laws and regulations of the country and institutional policies governing the conduct of sponsored research at the organization.</i></p>

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LEADERSHIP PROJECT THEME	<i>Optimizing Pathways to leadership</i>
LEADERSHIP PROJECT TITLE	<i>Catalyzing a leadership mindset among female doctors</i>
LEADERSHIP PROJECT DESCRIPTION	<p><i>I have found many women doctors to be technically sound, committed and hardworking, with a willingness to grow and learn. They are achieving all this while doubling as breadwinners, caregivers, and managing homes. Despite these achievements, many women will second guess themselves in taking up leadership roles that are outside their technical area or comfort zone. Recently I came across some leadership employment opportunities targeting women’s health that needed a fast response that I shared with a group of female doctors. I spent a considerable amount of time explaining the roles and responsibilities of the positions and encouraged them to apply. Many reached out to me to find out whether they would qualify, as they asked questions like, “Am I a good fit for the position? “What experience are they asking for?” Or second-guessing themselves with “I haven’t quite done this so can I really do it?” When I interacted with the contact who sent me the job opportunities, I was informed that within 24 hours, 6 men and only 1 female had applied for the position. By day two, 20 men and only 5 women had applied. It got me thinking, Did more men apply because there was a deliberate effort to reach them or do they have greater access to information? Was the playing field less favorable for women? Why are women doctors not applying for leadership roles even when they are targeting women’s health?</i></p> <p><i>My objective for this project is to work with women doctors and employers to explore the barriers women taking up leadership roles face , despite the great strides in education and job opportunities. I’ll analyze these real or perceived barriers and find solutions that will strengthen workplace policies and empower women to step up, step out and seize the leadership opportunities.</i></p>

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LEADERSHIP PROJECT THEME	<i>Building resilient and integrated health systems</i>
LEADERSHIP PROJECT TITLE	<i>Leveraging Donor support to strengthening Systems for Governance, Health work force and Finance at Regional Referral Hospitals in the country</i>
LEADERSHIP PROJECT DESCRIPTION	<p><i>The country has a number of Regional referral Hospitals (RRHs) that are mandated to support decentralization for HIV/AIDS and other public health conditions. This support has been lacking in several aspects due to a multitude of factors. My project through leveraging on available resources, will support the strengthening of the RRH teams in leadership and governance, Finance management and improved service delivery.</i></p> <p><i>To support the systematic capacity building of the leadership teams at the RRHs in the country in Health systems strengthening aspects of governance and leadership, Financial management and service delivery towards improved outcomes for HIV programming.</i></p> <p><i>The systematic coordination of resources (Financial, Human resource) coupled with leadership capacity strengthening will be used to systematically address gaps. A capacity plan tool will be developed to track progress from baseline, document capacity strengthening approaches and measure key outcomes achieved. Through these interventions, the Regional Referral Hospitals will be able to coordinate, implement and sustain a regional approach for HIV/AIDS and other public health conditions.</i></p>

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LEADERSHIP PROJECT THEME	<i>Catalyzing institutional change</i>
LEADERSHIP PROJECT TITLE	<i>Developing a Mentorship Program for Medical Students in Kenya</i>
LEADERSHIP PROJECT DESCRIPTION	<p><i>Studies have shown a worrying trend of burnout among medical students. These students are battling mental health issues affecting their studies and personal relationships in and out of the school set up.</i></p> <p><i>A report by Agnes Aineah (2019), highlighted frustrations shared and faced by medical students to include lack of mentorship coupled with a heavy workload and the societal pressure to pursue demanding medical course. Further, Dr Moraa of MP Shah Hospital cites lack of proper mentorship and mentors who prepare these students psychologically for their careers and a weak health system are a major setback in their study life. This means promising 1st year students drop out of the course when they find it too hard to cope due to the absence of mentors in medical careers.</i></p> <p><i>My project will develop a career mentorship program that specifically targets 1st year medical students. To develop a successful program I will collaborate with career women in medicine, faculty of medical schools and ongoing medical students who are in the middle of their medical course and survived the challenges. I will also design a lifelong mentorship program and bring in private sector players in and out of the health sector for the 1st year students. Through this mentorship program, I aim to see a reduction in the number of drop outs and an increase in medical students that sail through the 6-7 year course life.</i></p>