

# MEETING CRITICAL LEADERSHIP NEEDS UNDER DIFFICULT CIRCUMSTANCES

Brigadier General Dr. Gerald Gwinji  
Zimbabwe

Life Expectancy 43 years

10% of DMO posts filled

## LEADERSHIP CHALLENGES

Huge NEED for ORIENTATION

## FUNDING CHALLENGES

Supplier Speculation

Black Markets

Useless Funds

1,000,000,000,000,000

Indirect Partner Support

Stabilized Currency

Priority in Parliament

Alternative financing

landlocked impacted by Global Recession

Inflation Salaries Meaningless  
Health Workers Left

Lack of Resources  
Aging Infrastructure  
Obsolete Equipment

STORAGES CORRUPTION

Bent Rules

Unimaginable obstacles

TRAINING... piggybacked on other programs

SERVICE BONDING  
District Support  
HRH Retention Scheme

We did deliver SERVICES!

Resilient Health System Structure

We do NOT want to come to work just to preside over DEATH...

Dedicated Care group

Indirect Partner Support

Stabilized Currency

Priority in Parliament

Alternative financing

We SURVIVED... and in some ways, THRIVED.

Real Improvement

## African Resilience

there are still GAPS

Retention Strategies  
Policies & Strategies  
Functional Training  
Targeted Approach

GUIDE ALL

Commodities available for primary & secondary care

RN Vacancies < 1%

Staff Turn-out 100%

Economy picking up

Contract before training

How?

funding for training efficient schools

People showed up for nothing - no salary - no food

Help in Building Capacity

LEADERSHIP - cooperation & collaboration

One policy STRATEGY

Strict adherence to MOUs

PARTNER SUPPORT

## LESSONS @ SINGLE POLICY

CLEAR TO DONORS @

@ COORDINATION & PARTNERSHIP

@ PRIMARY CARE EMPHASIS

KEY INTERNATIONAL PROGRAMS

- USAID
- CDC
- EU
- Other Governments
- Peace Corps
- Academia
- Private Sector
- Islamic Development Bank
- Bilateral Organizations

- Sweden, Germany
- BRASIL, CHINA
- CUBA, INDIA

a health Levy in a "stealth" fashion

the AIDS Levy... a % of salary

TARGET CAREFULLY

Technical Working Groups

Coordinating Committees  
Advisory Councils

Get Early Buy-In:

Share Processes & Plans

CLARITY Specific REQUESTS

How to Engage them?

go directly to them

Engage National Organizations first the reverse of what happens!

Meetings MOUs

We are already connected!

ENGAGE them?

Professional Associations

Key National Entities

- Oil Companies
- CCN
- NGOs - national
- National Academy
- Universities
- Private Sector
- Ministries
- Oil Companies
- National Health Insurance

go directly to them

this is our contribution, what is yours?