

# INNOVATIVE LEADERSHIP FOR INSTITUTIONAL TRANSFORMATION

## HEALTH LEADERS' TRAINING PROGRAMME

17<sup>TH</sup> — 21<sup>ST</sup> APRIL 2023



**Centre for Innovative  
Leadership & Governance**  
*Mentoring Leaders for Excellence*

Offered by:

*Centre for Innovative Leadership and Governance (CLIG)*

in collaboration with

*The University of Iowa College of Public Health (CPH)*

at the University of Iowa, USA



**Centre for Innovative  
Leadership & Governance**  
*Mentoring Leaders for Excellence*



## ABOUT US

CLIG is a unique Centre that gives individuals the opportunity to develop their leadership potential. Our programs integrate practical skill development and time to practice the new learning, all within a supportive environment.

We appreciate that Africa requires results-oriented leaders who are committed to innovative and transformational leadership. We believe that institutions, enterprises, government agencies, profit and non-profit organizations require leaders who possess skills to steer their teams and organizations towards higher performance. Transformational leaders, as it has often been proven, have the ability to come up with a vision and mobilize people behind it.

At CLIG, we seek to develop current and emerging innovative and transformative leaders. We have in the last five years held training programmes for university leaders where we have trained Chairmen of Councils, VCs, DVCS. This has had a huge impact in the sustainability and development of the participating universities.

As we continue to focus on university leadership, there are other emerging sectors that need capacity building for leaders. CLIG, in collaboration with the University of Iowa, has identified the health sector as a priority area for training. In this regard, we are planning to hold our **first Health Leaders' training in April 2023 to be held in Iowa, USA**, using the university leaders training model.

**The University of Iowa College of Public Health (CPH)** is internationally renowned for research and educational activities in public health and healthcare. Through its diverse array of community-based research and practice programs, the college serves as a comprehensive public health resource for the state of Iowa, the nation, and the world.

It focuses on training of health sector leaders in management of health care organizations, formulation and implementation of health care policy, improving access to health care services, financing and evaluating the quality and outcomes of health care services.

The college's robust research enterprise includes focused expertise in epidemiology, occupational and environmental health, social and behavioural aspects of health, and health management and policy. The college has extensive expertise in the areas including rural health, clinical trials, and community engagement among many others.

**The University of Iowa College of Nursing.** The mission of this College is to prepare nurse leaders to advocate and advance healthcare across an individual's lifespan and this is demonstrated through innovative and impactful education, research, clinical scholarship, service and professional practice. We have three Centres which advance our research: The Csomay Centre for Gerontological Excellence, the Centre for Nursing Classification and Clinical Effectiveness, and the Centre for Multimorbidity Science. This College will be celebrating 125 years as a college in 2023

Our students have clinical experiences throughout the State of Iowa; however, our primary partner is the University of Iowa Hospital and Clinics which provides care for over 800 inpatients and over 3,500 outpatients daily.

# HEALTH LEADERS TRAINING

Health challenges have increased the complexity of decision making in healthcare systems and the need for good leadership. Effective leadership in the health sector is a key responsibility for Health Leaders because they are the accounting officers, vision carriers and drivers for efficient leadership in a hospital. The health sector is dynamic and requires competitive positioning and innovative approaches to leadership and governance, there is need for hospital leaders to be equipped with skills, to enable them transform their institutions and deliver affordable, effective and efficient healthcare in complex global systems. This is a unique opportunity for healthcare leaders to reflect on their experience and develop new insights.

## April 2023 Training

This training shall take place at **University of Iowa, Iowa, USA** from **17<sup>th</sup> to 21<sup>st</sup> April, 2023** and will be facilitated by CLIG in collaboration with The Institute for International Business (IIB) - University of Iowa. This Training targets CEOs of Private & Public Health Facilities, Ministry & County Health Officials, Health Institutions Board of Directors, Managers of Health Professional Bodies, Clinical/ Nursing Directors.

This five-day workshop will focus on *entrepreneurship and healthcare innovation, Organizational leadership, Leading with evidence-based healthcare, industrial parks and incubation centres, contracts and negotiations, resource mobilization through grants, gifts and endowments, internationalization, networking, collaborations and partnerships.*

## Benefits of the Training

- Learn from experienced leaders on strategies for building effective medical institutions.
- Benchmark with leading institutions.
- Identify and evaluate new technologies to support medical services.
- Learn new and tested financing models for hospital advancement.
- Appreciate the need for planning and designing for effective hospital space utilization (Master Plan).
- Learn to leverage on relationships with boards, regulators, shareholders, partners, clients, colleagues and other critical stakeholders.
- Develop skills for setting priorities and developing implementable and clear action plans.
- Study effective monitoring and evaluation tools necessary for implementation of institutional strategic plans.
- Identify and appreciate the building blocks for transformational health leadership.
- Develop crucial leadership, resilience and innovation skills
- Gain the in-depth knowledge required to make informed, evidence-based decisions.
- Learn how others manage data, health records and research data generation and lead their healthcare delivery
- Build a professional network of scientific, medical and business experts.

## What to expect from the Training

- Presentations from experienced leaders in the health care and leadership industry.
- Workshops on topical issues affecting healthcare institutions.
- Case Studies of successful leadership models, transformed institutions and successful leaders.
- Benchmarking activities in leading institutions, technologies and health care models.
- Networking fora for participants from world-class institutions.
- Opportunities for collaboration and partnerships in healthcare, research and training.
- Peer learning.
- Mentorship and coaching from successful leaders.
- Practical and hands on learning.
- Follow-ups on proposed projects.
- Continuous support systems.
- Opportunities for fundraising, grants writing and referrals.

# WORKSHOP FEES, DATES & VENUES

Event: **Healthcare Leaders Training Workshop**

Venue: **University of Iowa, Iowa City, USA**

Date: **17<sup>th</sup> - 21<sup>st</sup> April, 2023**

Training Fee: **USD 3,000**

**This fee is inclusive of:**

- *Training,*
- *Training material,*
- *Lunches and teas,*
- *Excursions.*

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## **Important Notes:**

- Training fee to be paid via Bank Transfer as detailed on our website: <https://cligafrica.org/training/payment>
- Participants will meet their travel expenses.
- Upon registration and payment of deposit, participants will be issued with letters to help obtain travel documents and apply for a Visa.
- Participants are advised to arrange for their insurance cover and obtain the required travel documents, including Visas.
- Accommodation charges at the University of Iowa will range between \$80 and \$100 per night (bed & breakfast); to be met by the participant.

# KEY FACILITATORS



**Prof. Olive Mugenda, Ph.D., CBS, MGH**  
**Executive Director and Founder,**  
**Centre for Innovative Leadership & Governance (CLIG)**

Prof. Mugenda is an experienced facilitator in leadership and management programmes. She is the Chairperson of the Board of Directors of Kenyatta University Teaching, Referral & Research Hospital (KUTRRH) - a leading referral Hospital in Kenya & East Africa. She is also a Commissioner in The Judicial Service Commission (JSC—Kenya). She served as Vice-Chancellor of Kenyatta University from 2006 to 2016. Before becoming Vice-Chancellor, Prof. Mugenda had a long and eventful career in education. She holds a MSc. and Ph.D. in Family and Consumer Sciences from Iowa State University (USA). She is also a holder of an MBA from the Eastern and Southern Africa Management Institute. She has successfully served as the Chair of the Association of Commonwealth Universities.

She is a recipient of the awards of Moran of the Order of the Golden Heart (MGH), Chief of the Order of the Burning Spear (CBS) and Elder of the Order of the Burning Spear (EBS) presidential awards.

Prof. Mugenda was also awarded the highly competitive and prestigious Impact Research and Science in Sub-Saharan Africa (IMPRESSA) Award by the Regional Universities Forum for Capacity Building in Agriculture (RUFORUM).



**Dimy Doresca, CGBP**  
**Associate Professor of Practice,**  
**Director, Institute for International Business, University of Iowa**

Professor Dimy Doresca is a Certified Global Business Professional (CGBP), an International Business Specialist and Consultant, Justice Faculty Fellow in International Development and Processes, and an International Trainer in Entrepreneurship. He is the Director of the Institute for International Business, Associate Professor of Practice in International Business and Entrepreneurship, and the Justice Faculty Fellow in International Development and Processes at The University of Iowa. He is also the Academic Director of the Mandela Washington Fellowship Program at the University of Iowa. In the last 20 years, his professional experience includes international market research, doing business overseas, risk analysis, strategic planning, budgeting, financial management, business development and operations, contracts administration and negotiations, claim analysis, and international banking, international business, and entrepreneurship training in many countries in the Middle East, Asia, Sub Sahara Africa, and the Caribbean. Professor Doresca holds a BA in International Business from Augustana College and an MS in Foreign Service (International Affairs) from Georgetown University's School of Foreign Service. He speaks English, Spanish, French, and Haitian Creole.

# KEY FACILITATORS



**Kimm Harris**

*Associate Professor of Practice,  
Director of Undergraduate Studies, University of Iowa*

Harris began working for the Cedar Rapids Branch of TLS and advanced through sales and marketing ranks to become head of one of CCH Computax's largest processing centers within three years. Employee-turned-entrepreneur, Harris acquired assets to start IPC of Iowa Inc., in 1993, a company that created software solutions for CPAs, accountants, attorneys, and other business professionals. In addition to purchasing companies, she has been involved in startups and franchises. Harris's interest in international business has included work in South America, Africa, and Europe. Her passion for entrepreneurship includes teaching entrepreneurship courses as well as developing and facilitating programs for students and entrepreneurs including IdeaStorm and Startup Games for undergraduate students each semester since 2015; instructor, Venture School, Mandela Washington Fellows since 2016; Venture School International, Kenya, 2020, and European Innovation Academy, Portugal, 2018. Harris received undergraduate and MBA degrees from the University of Iowa.



**David Hensley**

*Executive Director of Iowa JPEC, Clinical Professor  
– Management and Entrepreneurship Department*

Hensley has more than 30 years of experience in business, consulting, strategic management, and entrepreneurial education. He is a clinical professor at the University of Iowa Tippie College of Business, teaching undergraduate and graduate-level courses in entrepreneurship. As Iowa JPEC executive director, Hensley leads the campus-wide efforts on entrepreneurship and innovation education and community outreach. He is an expert in entrepreneurial strategy, new venture finance, and small business management. Hensley has provided startup and management consulting services to several companies throughout the Midwest. He serves on several university and community boards that focus on entrepreneurship, innovation, student success, organizational strategy, economic development, and venture financing. Hensley is president of his own company that has invested in several Iowa-based ventures. He earned a bachelor's degree in economics and political science from the University of Iowa and holds an MBA in finance from the University of Missouri-Kansas City.

# KEY FACILITATORS



**Stephen Courtright**

*Professor of Management and Entrepreneurship, Director of Executive Education*

Courtright is the Henry B. Tippie Professor of Management and Director of Executive Education at the UI Tippie College of Business. He is also the founding director of the Tippie Leadership Collaborative, which delivers executive training and lifelong learning programs for organizations across Iowa and the United States. A former tax accountant, he received a Bachelor of Science degree in accounting from Brigham Young University-Idaho and a Ph.D. in business administration from Iowa. He previously served as an assistant and associate professor of management at Texas A&M University—where he was named a Presidential Impact Fellow—before returning to Iowa in 2020.

His award-winning research on organizational leadership, team effectiveness, and the work-nonwork interface has been published in top research journals and cited more than 5,000 times. His work has also been featured in *The Wall Street Journal*, NPR, *Harvard Business Review*, *Forbes*, and other media outlets. He teaches courses on organizational behavior and leadership in Tippie's Executive MBA and undergraduate programs and has delivered training programs and keynote presentations to thousands of executives and managers in Fortune 500 companies, large government agencies, and small-to-medium size businesses. His teaching and service have been recognized with several different university and college awards.



**John Fraser**

*Owner & Senior Consultant, OGO Associates*

John is currently a senior consultant and owner of Organizational Growth Optimization Associates in Iowa City. OGO Associates engages in management consulting for organizations from diverse industries with an emphasis on organizational change management, strategic planning, organizational development and executive coaching. He has completed a two-year polarity thinking mastery training program, is PACT (Polarity Approach to Continuity and Transformation), Leadership Circle 360, LPI 360, StrengthsFinder, EQ-I 2.0 and MBTI certified. In addition to OGO Associates, John is also a regional licensee, client acquirer and client manager for Expense Reduction Analysts. He received his MBA from the University of Iowa Tippie College of Business and is also a recent graduate of the ICF accredited George Mason University Leadership Coaching for Organizational Well-Being Program. John is a United States Navy veteran and is a member of the Board of Visitors for the National Defense University and the Iowa United Nations Association.



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**Registration for the workshop**  
[www.cligafrica.org/training](http://www.cligafrica.org/training)  
Enquiries: [info@cligafrica.org](mailto:info@cligafrica.org)



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