

NGO Empowers Their Program Managers to Make a Difference

RGH Training Helps Africare Put Far-Reaching Public Health Initiatives in Place

SITUATION

As the largest African-American led organization in the development field, **Africare**, has a tremendous mission representing more than 2,500 projects in 36 countries throughout Africa. Training is challenging as the field staff faces a variety of pressing public health needs throughout the continent.

In September 2007, Dr. Kechi Anah, Africare's Health & HIV/AIDS Technical Specialist, decided it was time to give their field staff leadership training that would empower them to build healthcare capacity across Africa.



RGH's HFAN online programs provide participants with dynamic capacity building solutions that empower real country-led development.

SOLUTIONS

Dr. Anah enrolled 16 program managers in RGH's innovative HFAN Online program. The staff, which manages a variety of program areas, participated in 7 days of learning with the goal of rapidly gaining knowledge and using it to improve their individual programs. RGH's **HFAN Program** worked for an organization as diverse as Africare because each participant had to choose their own unique mission, a mission that is larger than themselves and that gives meaning to their daily work.

SUCCESS

According to Dr. Anah, all 16 program managers benefited from the training. Inspired by their personal missions, they learned to motivate themselves and those around them to achieve increasingly larger goals, thus becoming proven development leaders. Below you'll see highlighted the results of three Africare program managers who participated in the MPH training.

Felicia Sakala realized her own unique public health mission. Determined to really make an immediate difference, Felicia developed a program called the "GiNE Project" (*Girls Need Empowerment*). Within three months of completing the **HFAN Program** Felicia and her colleagues had reached almost 1,300 community leaders and parents as well as 1,400 girls regarding access to community health services.

Africare has benefited from Felicia's efforts. She has become known and recognized as an expert in the field of girls' health education. Her colleagues benefited from her training as she implemented her learning in other Africare programs.



Felicia Sakala, Zambia



Elizabeth Ngoye, wanted to make a difference by working to eradicate poverty and improve living standards – especially among the most vulnerable groups in the Bagamoyo District of Tanzania. Her team recruited and trained 10 volunteers who went on to support the 130 children and 35 women enrolled in the program on how to develop their own income generating activities. In addition, funds were collected to support education for the children and rehabilitate houses that were in poor condition.

Her performance qualified her to receive a three-week on-the-job training on Data Quality Assurance. Africare now has an M & E expert in Elizabeth – she knows how to make sure the right data is obtained from implementing partners.



Elizabeth Ngoye, Tanzania



Tatu Mtambalike, Tanzania

Tatu Mtambalike, immediately set about involving the community and its leaders in the new project she developed, “Healthy, Educated Children, Now!” (HEC-N). Tatu demonstrated an outstanding ability to take advantage of all assets available in Tanzania, such as the National Voucher Scheme to provide Insecticide-treated nets (ITNs) to pregnant mothers and children. Africare now has the ultimate team player with Tatu. She knows how to enlist the support of the district health staff, volunteers and coworkers by aligning them with her unique mission.

Felicia, Elizabeth and Tatu all went on to win a “Black Belt” Award from RGH. They now qualify as certified coaches so they can guide others to bring their “unique public health mission” to life.

All the participants of the **HFAN Program** from Africare have incorporated the principles of Quality, Efficiency and Consistency, with the entire organization reaping the collective benefit of newly empowered field officers. The people in the Africare project areas are also benefiting from the new public health initiatives that have been implemented as a result.

About this Series

RGH’s experiential programs and virtual coaching provide relevant content and personalized coaching that empowers real country-led development. This series highlights the success of participants as they strive to bring better health and well-being to their communities and countries.

Learn more at www.RealizingGlobalHealth.com

Contact us today to learn about the specific solutions we use with NGOs, faith-based and civil organizations.

