Index

SE8

Title

Improving the Health Care Workforce: The Role of Academic Institutions

Organiser

Johnson & Johnson and the Global Business School Network

Objective

There is a growing consensus among NGOs, funders and governments that leadership and management (L&M) development for health professionals is critical to improving the efficiency and effectiveness of health systems. Current models of L&M involve business school faculty designing and delivering classroom as well as distance learning around standard leadership and management topics often including work with case studies. Leadership and Management development is increasingly seen as a quantifiable means to improving healthcare access and delivery as well as improving patient care. The session will also address issues around measuring the effectiveness of these partnerships as well as related evaluation approaches. In the case of the Johnson & Johnson leadership and development program portfolio we arrived at a set of agreed-on indicators for the majority of global programs. These projects range from human resources challenges to projects related to efficiencies and effectiveness within institutions and systems. Although some work has been done in attempting to quantify the impact of L&M programs in less-developed economies, positive outcomes have only begun to be reported. Recent research in Kenya, for example, points to promising evidence of the positive effects of leadership and management training in strengthening health systems (Seims et al. 2012).

Outcome

Participants will be exposed to multiple strategic approaches that demonstrate possible solutions to health care workforce shortages and gaps; Participants will also learn about efforts to measure the
impact of these programs on healthcare leaders; Promising models of public/private partnerships that address this issue will be discussed.