



NCD READY EXECUTIVES

EMPOWER-LEAD: NCD MASTERY PROGRAM

INTRODUCTION

Welcome to the EMPOWER-LEAD: NCD MASTERY PROGRAM—an initiative designed to reshape the future of healthcare in NCD!

In the 21st century, the battle against noncommunicable diseases (NCDs) stands as a paramount challenge, especially in low- and middle-income countries, where 82% of premature NCD-related deaths strike.

Those living with NCDs rely on health systems for a lifetime of care—care that must be appropriate, affordable, and of top-notch quality. The World Health Organization (WHO) has championed the cause, steering health systems toward people-centered primary care to achieve universal health coverage, outlined in the WHO Global NCD Action Plan 2013-2020. This plan suggests cost-effective interventions, known as NCD “best buys,” to help nations hit global NCD targets.

However, this transformation isn't just a theoretical shift. It demands a comprehensive overhaul—a systemic approach encompassing policies, strategic actions, sustainable financing mechanisms, an empowered workforce, and reliable access to affordable NCD treatments.

At the core of this transformation are skilled, motivated leaders—individuals versed in negotiation, visionary decision-making, effective fund allocation, and coordinated implementation strategies. NCD-ready leaders continually expand their health literacy and expertise, aligning with evolving programmatic NCD and health system knowledge to meet the dynamic demands of their communities.

Coaching has emerged as a powerful tool, backed by rigorous scientific evaluation. It's not merely about whether coaching works; it's about understanding the nuanced factors and processes that amplify its effectiveness—insights that have evolved through systematic reviews and meta-analyses.

Transforming healthcare isn't a one-person job; it's a collective effort. Our NCD Mastery Program is crafted to empower national NCD Directors and program managers, equipping them with essential leadership competencies. This initiative aims to fortify health systems, ensuring the seamless delivery of integrated, people-centered NCD services.

Join us on this journey of empowerment and transformation—where leaders become catalysts for change, and healthcare transcends boundaries to serve the diverse needs of our global population.

Welcome to EMPOWER-LEAD: NCD MASTERY PROGRAM!

DESCRIPTION

Dive into the realm of the NCD Mastery Program, an immersive experience meticulously tailored for public health and allied professionals seeking to revolutionize NCD management. This transformative journey isn't just about acquiring knowledge and skills—it's about personal growth through coaching. Crafted in collaboration with country teams, the program is bespoke, aligning with each nation's unique needs and leveraging existing capacities.

The program unfolds in stages: starting with an engaging online introduction, followed by a focused 20-hour master class emphasizing technical expertise, and culminating in a vibrant face-to-face Fest. This gathering sparks cross-learning, encouraging collaboration on projects and initiatives. But the journey doesn't stop there; it extends into ongoing empowerment through specialized technical streams aligned with selected projects or programs, complemented by dedicated coaches.

Tailored for public health leaders, policymakers, and professionals already engaged or aiming to make a significant impact in NCD management, this program delves deep into understanding NCDs. It equips participants with strategic leadership techniques and offers both group and personalized coaching, nurturing and amplifying their leadership capabilities.

PREPARATION

The program requires some groundwork in the country including review and incorporation of NCD into the Training Plan of the Health Workforce department and a discussion of the scope of linkage to career progression by the staff. The details of the program are to be co-designed with the local team including academic institutions and non-government organizations.

LEARNING AUDIENCE

1. NCD Programme Managers & team in Ministries of Health and Agencies
2. Members of Partner Institutions driving the NCD agenda in the country
3. Public Health and Clinical Staff interested in NCD management

GOAL

Empower national NCD Executives and enthusiasts, WHO counterparts, and partners by elevating their core competencies. This enhancement aims to fortify their leadership capabilities, enabling them to bolster the delivery of NCD services effectively.

PROGRAM OBJECTIVES

Following the EmpowerLead: NCD Mastery Programme, participants will achieve:

1. **Enhanced Leadership Competencies:** Profoundly strengthened abilities to spearhead change in the realm of NCDs, aligning with the WHO Global Competency Framework. This includes honed skills in people-centered approaches, decision-making, impactful communication, fostering collaboration, evidence-based practices, and upholding high standards of personal conduct.
2. **Refined Leadership & Mastery Skills:** Improved capabilities in practical leadership facets, such as engaging effectively with development partners, managing provincial-level teams, executing microplanning and monitoring strategies, etc. Coupled with, mastery skills like Emotional Intelligence, self-discipline, focus, and resilience.
3. **Strengthened NCD Expertise:** Strengthened knowledge and comprehension in critical areas concerning NCD prevention, promotion, management, and rehabilitation, alongside comprehensive insights into other pivotal programmatic domains.
4. **Advanced Systems Thinking Proficiency:** Elevated skills in systems thinking that directly translate into more impactful advocacy and decisive national actions geared towards addressing NCDs effectively.
5. **Expanded Network and Collaborative Connections:** Bolstered connections and collaborations with international peers and colleagues, fostering stronger ties within the global landscape of healthcare leadership and innovation.

Learning Objectives: By the end of the program participants will have attained the following learning objectives :

Knowledge and Understanding:

1. Demonstrate a comprehensive understanding of the major NCDs, their risk factors, and epidemiological trends.
2. Analyze the economic, social, and cultural determinants of NCDs.
3. Explain the principles of effective public health leadership in NCD management.
4. Recognize the importance of personal growth and self-awareness in leadership.

Skills:

5. Develop and implement evidence-based NCD prevention and control strategies.
6. Apply strategic leadership techniques to address NCD challenges.
7. Foster teamwork and collaboration within public health teams.
8. Identify and mitigate barriers to NCD management and prevention.
9. Engage in self-reflection and personal growth to enhance leadership skills.

Competencies:

10. Effectively communicate NCD-related information to diverse stakeholders.
11. Design and implement data-driven NCD interventions.
12. Facilitate policy development and advocacy efforts in NCD management.
13. Lead with empathy, resilience, and ethical integrity.

SCOPE

The Mastery Programme is developed following a competency-based approach to enable learners to acquire knowledge, skills, and behaviors and to integrate them into practice. A combination of leadership competencies and programmatic, technical knowledge will be incorporated to equip national executives and program managers to proactively drive the NCD agenda forward.

- **Core leadership competencies:** Using the Public Health Leadership Competency Framework, modules will be developed and delivered to increase skills for transformational leadership for NCD program development and implementation.
- **Systems thinking components:** Modules to strengthen knowledge and implementation of core NCD areas of work along health system components, including health governance, financing, access to medicines, health workforce, and health information.
- **Leadership & Executives coaching:** Psychologically informed coaching is incorporated that will enable participants to take on greater levels of responsibility and complexity, prioritize, feel confident, reach their potential in increasingly ambiguous and complex strategic and system-wide roles – and take care of themselves and their team.

THE EXPERIENCE

- 20 hours online course using an immersive, interactive suite of virtual learning platforms that mirrors a classroom experience with a combination of live interactions and pre-recorded sessions
- NCD Project case to work on in-country
- 5-days intensive face-to-face Fest in a supportive location
- Pragmatic, problem-solving group sessions
- Real-time engagement with and personalized feedback from faculty and cohort colleagues
- World-class health experts and guest speakers
- Mastery Certificate from a local or international university
- Membership in the Academy of NCD Executives

CERTIFICATION

A Mastery Certificate will be offered to those completing the course. At the Country level through local institutions, further accreditation could be facilitated.

TIMELINE

The proposed EmpowerLead program will be shaped through the following process and indicated timeline:

1. Program planning and development

- **Needs/knowledge consultation** conducted through a virtual focus group with a primary learning audience
- **Advocacy/ 'business case for learning'** to gain buy-in and active involvement from national NCD Directors.
- **Curriculum development** with collaboration by the team and external partners.

2. Program roll-out

- **Masterclass** (Online or face-to-face) focused on technical Modules for a total of 20 hours
- **NCD Fest** intensive face-to-face sessions delivered by expert trainers focused on self-development and in-depth technical subject matters.
- **Continuous coaching** to reiterate learning, improve leadership practices, and provide continued support through involvement with key projects.
- **Public Health Workforce Network** is a platform for participants to continue their interactions be it local or global
- **Evaluation** and appropriate redesign of the program (reiterative).

PROGRAM

1. Masterclass

The 20-hour introductory and technical module is to be delivered online or in a dedicated week face-to-face. The curriculum will be developed with and guided by the country teams depending on the needs of each country, building on other existing training in place or completed already. The following general outline will be followed:

Day 1: Understanding Noncommunicable Diseases (NCDs)

- Session 1: Introduction to NCDs and their global impact
- Session 2: Epidemiology and risk factors of major NCDs
- Session 3: Social determinants and health equity in NCDs
- Session 4: Workshop: Case studies on NCDs

Day 2: Public Health Leadership in NCD Management

- Session 1: Principles of public health leadership
- Session 2: Strategic planning for NCD prevention and control
- Session 3: Leadership styles and their application
- Session 4: Workshop: Leadership Case Analysis

Day 3: Personal Growth and Leadership Coaching

- Session 1: Self-awareness and emotional intelligence in leadership
- Session 2: Coaching for personal growth and leadership development
- Session 3: Goal setting and action planning
- Session 4: Individual coaching sessions

Day 4: Effective NCD Interventions and Policy Advocacy

- Session 1: Evidence-based NCD interventions
- Session 2: Implementation of science and program evaluation
- Session 3: Policy development and advocacy strategies
- Session 4: Workshop: Designing NCD Interventions

Day 5: Leadership in NCDs: Challenges and Opportunities

- Session 1: Overcoming barriers to NCD management
- Session 2: Building effective public health teams
- Session 3: Ethical considerations in NCD leadership
- Session 4: Capstone project presentations and feedback

2. NCD Fest

A face-to-face module of the in-depth session on technical, leadership, and self-development including interactions on the projects by each of the participants and/or teams. A conducive venue for the meeting is important and the duration is dependent on each country

3. PH Coaching

A coaching program is run alongside the program with both domestic and international coaches either in groups or individual coaches.

4. Global Public Health Workers Network

Each participants become members and facilitators of the Public Health Network

FACULTY

Name	Organization	Expertise
Dr Temo K Waqanivalu	ActioNCD International, Switzerland	Public Health & Leadership, NCD
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Dr Pascal Bovet	University of Lausanne, Switzerland	Public Health and NCD
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	WHO Staff	NCD, PH, Law
	Local Academia	PH, Leadership

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