

The NHLC Report APRIL 2019

The Nigeria Health Leadership Conference (NHLC) is an annual multi-professional gathering designed to facilitate the sharing of knowledge and experience of Healthcare Management & workforce; skills through Workshops, Symposiums, Panel Discussions and Presentations. The conference offers unique opportunities to learn the latest improvement, ideas, connect with like-minded colleagues, and generate momentum for change in our organizations and communities. The conference aims to reset the Nigerian healthcare system and structures to inject efficiency & effectiveness into the system. The theme for this year's conference broadly focuses on the challenges of leadership and management in the Nigeria healthcare system.

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Contents

The Executive Summary	1
Introduction & Objectives	2
Activities	3-7
Summary of participants	7
Challenges and Lessons Learned	8
Photo Gallery	9-10
Profile of speakers & Facilitators	11
Partners	12

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The Executive Summary

The importance of effective leadership in healthcare is becoming increasingly apparent with a driven emphasis on transparency, public reporting, improve health financing and operational outcomes of healthcare system.

The Nigeria Health Leadership Conference is an annual event designed to facilitate the sharing of knowledge and experience among health professionals, experts and stakeholders. The 2019 conference attracted participants from all fields including healthcare managers, policy makers, clinicians, public health practitioners, students and activists etc. The participants were engaged in a 2 day preconference workshop focusing on sharpening their leadership skills. They also participated in group work, team building exercises, facilitated online interactions to reflect on the challenges of leadership and solutions in the Nigeria Healthcare system.

Participants evaluated themselves via a self-assessment tools issued at the end of every day and they also had a chance of evaluating the entire process via an individual survey. At the end of the second day of the preconference workshops, participants was split into 3 groups where they were tasked to solve an intense team challenge and their solutions were well documented.

The conference on the third day featured number of events including high level paper presentations led by experts from UK, US as well as local experts; question and answer sessions, panel discussions, interactive sessions and finally a networking session.

Some of the speakers at the conference came from Drexel University USA, Sheffield University UK and Gombe State University in Gombe State.

Muhammad Ahmad Saddiq
Founder/CEO,
Rural Health Mission Nigeria.
Co-convener, The Nigeria Health Leadership Conference.
April 30, 2019

Introduction

The Nigeria Health Leadership conference is an annual multi-professional gathering designed to facilitate the sharing of knowledge and experience of Healthcare Management & workforce; skills through Workshops, Symposiums, Panel Discussions and Presentations. The conference offers unique opportunities to learn the latest improvement, ideas, connect with like-minded colleagues, and generate momentum for change in our organizations and communities. This conference attracts stakeholders & participants from all fields related to healthcare to discuss and proffer practical, workable and actionable solutions to the challenges of healthcare leadership in Nigeria. The conference aims to reset the Nigerian healthcare system and structures to inject efficiency & effectiveness into the system.

Objectives

- Enhance the capacity of healthcare leaders for good health outcome
- Serves as a platform for exchange of ideas, and networking opportunities among stakeholders
- To showcase research and best practices in wide range of disciplines.
- Discuss quality initiatives that can be applied in the practice
- Encourage collaboration among professionals and stakeholders
- To enable participants gain direct access to a core audience of professionals and decision makers
- To increase visibility of healthcare innovations through branding and networking.
- Gain practical and diverse skills in leading teams and organizations to success.
- To improve professional and financial accountability among healthcare professionals

Activities

Registration

There was an online registration link shared on all our social media handles and website.

There was 3 categories of registration available online which includes;

- a) **Pre-conference workshop:** About 46 participants registered to attend both the pre-conference workshops and the conference on day 3 of the event.
- b) **Conference:** Only 75 registered to attend the conference and 69 attended making the total participants at the conference to 115.
- c) **Investor/Innovators Gallery:** There was only 2 exhibitions at the inventor/innovators gallery.

The pre-conference Workshop

The preconference workshops took place on the 15th and 16th of April 2019 respectively (Day1 and Day2). A 10 unit course on leadership and management was taught by experienced experts in the field. The course contents are;

Unit 1: Leading and managing framework in health

Unit 2: Building strong health teams

Unit 3: Supervising and delegating

Unit 4: Conflict management

Unit 5: Influence without authority

Unit 6: System thinking

Unit 7: Financial accountability and transparency

Unit 8: Using data for management decision making

Unit 9: Project management

Unit 10: Communicating effectively in health

These courses were aimed at shaping the leadership skills and orientation of the participants toward innovations to improve the effectiveness of the healthcare team. [Click Here](#) to access the resources for this conference.



The Conference attracted about 115 professionals from different backgrounds including; Nurses, Physicians, Academicians, Public health experts and entrepreneurs.

Activities

Post workshop survey

Survey questionnaires were issued at the end of every day to elicit information and get feedback from participants about the impact of the workshop and their views about the entire process. Responses were good and welcoming.

Group Work

At the end of the 2-day workshop, participants were split into three groups for a group work to identify the major leadership challenges in the Nigeria Health System and attempt to fix the puzzle; each group made up of participants from various professional backgrounds

Group A

This group identified “**Administrative bottle necks**” as one of the biggest leadership challenge in the Nigeria health system. The group suggested; policy review, top up training in leadership and management, defining clear roles and responsibilities among professionals, encouraging team work and professionalism among health professionals to address the challenge identified above.

Group B

This group focuses on “**the importance of accountability and transparency in the Nigeria healthcare system**”. The group identified; fostering harmony, strengthening the monitoring and evaluation system and advocating for effective checks and balances in all dealings as a way out to achieve a transparent, accountable and sustainable health financing system.

Group C

This group identified “**Total lack of team work among the health team**” as one of the biggest challenge facing the Nigeria healthcare system. The group suggested; Fairness in wages of healthcare workers, adherence to professional ethics and mutual respect among professionals as remedies to an effective healthcare team.

Mentimeter online interactive technology

We leveraged an online interactive technology to facilitate and encourage interaction among participants. Interactions were very lively during all the sessions. The mentimeter technology encourages interaction among participants by making contributors anonymous. This has helped participants express their view freely about the leadership challenges in the Nigeria Health system as the fear of being identified is completely eliminated.

The conference

Registration of participants for the conference commenced at 8:00am of April 18th 2019. All workshop participants and those on free tickets were registered for the conference.

Opening Remarks

The opening remarks was delivered by the Honorable commissioner of health, Gombe state; Dr. Ishaya Kennedy.

Key Note Address

The Key note address was delivered by the Founder/CEO of Rural Health Mission Nigeria, Muhammad Ahmad Saddiq; who gave the general overview and the objectives of the conference.

Lead Paper

The first speaker at the conference was DR Muhammad Ibrahim Saddiq; a Doctor of Public Health Leadership and Management from School of Health and Related Research, University of Sheffield, UK. His paper focuses on Building a strong health team.

Second Paper

The second paper was presented by DR Ebony White; an Assistant Clinical professor of counselling and family Therapy from College of Nursing and Health Professions, Drexel University, USA. Her paper focuses on achieving an effective leadership communication.

The Third Paper

The last paper was presented by Professor Aliyu Elnafaty; the Deputy Vice chancellor of Gombe State University. His paper focuses on Leadership, Transparency and Accountability as a way of achieving a strong and effective healthcare leadership.

Panel Discussion

The panel discussion was moderated by Mr Vincent of Channels Television and this session featured four experienced panelists including;

1. The Honourable Commissioner of Health Gombe State; Dr. Ishaya Kennedy
2. The chairman house committee on Health; Dr. Bature Saleh
3. The chairman Association of Nongovernmental organizations in Gombe state; Mr Ibrahim Yusuf
4. DR Ebony White; an Assistant Clinical professor of Counselling and Family Therapy from Drexel University, USA.

This session lasted for 50 minutes; 20 minutes for introduction and brief presentation by the panelists, 20 minutes probing questions by the moderator to the panelists and 20 minutes Q&A.

Interactive Session

The interactive session was facilitated by Muhammad Ahmad Saddiq on mentimeter online software where all participants took part in this interaction using their mobile phones and WIFI internet connection.

Networking Session

This session lasted for 30 minutes where participants had the opportunity of meeting and interacting with each other. Sharing ideas and experience while creating lasting relationship professionally.

All papers presented at the conference and the workshop materials can be found on our website at <https://rhemn.org.ng/resources/>

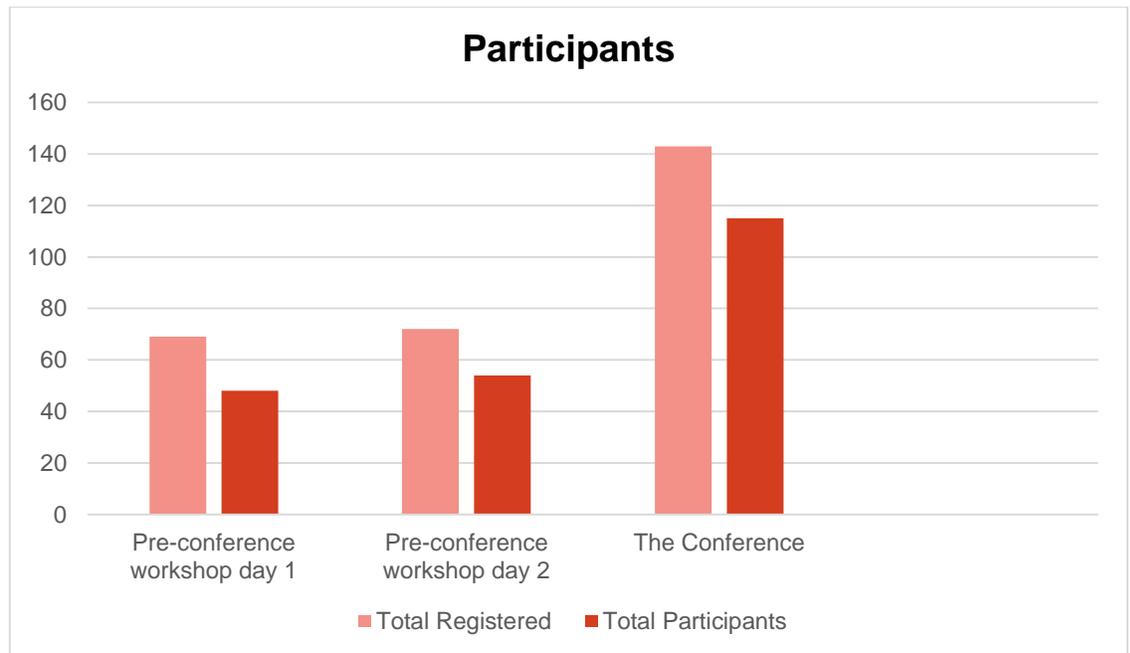
Closing Remarks/Launching of Nigeria Health Leadership Network

Closing remarks by the CEO of Rural Health Mission Nigeria. The CEO formally announced follow on activities by launching the Nigeria Health Leadership Network. This network will be an online platform to curate skills and host mini training labs for new generation of health leaders.

Media Coverage

The conference was massively covered and reported by major news media channels such as Nigeria Television Authority (NTA), Channels Television, TVC News, Vision FM, Amana radio etc

Youtube link to some of the reports: <https://youtu.be/5IPLGRuUgns>



Challenges and Lessons learned

Challenges

Funding: Funding was one of biggest challenge we faced organizing this conference.

Time: There was very low publicity because the time notifications were sent around, it was close to the date of the event

Getting local resource persons: Securing local resource persons was very difficult because it was the first event and many resource persons were skeptical participating

Partnership: Identifying and securing partners to sponsor some parts of the event was difficult because the first of its kind and people were skeptical to invest their resources.

Low Participation: Even though we exceeded our goal of hosting 100 participants at the conference but we had low participants at the preconference workshop which was an important aspect of the conference

Lessons Learned

Fundraising: Even though raising was a big challenge but we were able to leverage on our networks to cover some cost. For example; both our international speakers from Drexel University USA and Sheffield University UK, self-sponsored their flight tickets and logistics in Abuja and we took care of their travels to Gombe, accommodation and feeding.

Partnership: We understood that there was low partners available because of low publicity of the event. We will start early publicity and do early mapping of partners.

Participation: We had low participation at the preconference workshop because we did not sufficiently reach the health workers who will be interest in the topics of the workshop. The cost of the workshop might have contributed to the low participation.

We also had very low participation at the inventors/innovators gallery due low publicity of this event to the target inventors and innovators such as research institutes, entrepreneurs etc.

Photo Gallery



Photo



You can view all the photos of the conference via the link below

[View Full Conference Photos Online](#)

Speakers & Facilitators



Muhammad Ibrahim Saddiq, PhD.

Sheffield University, UK



Ebony White, PhD.
Drexel University, USA.



Prof. Aliyu U. Elnafaty.

DVC,
Gombe State University



Dr. Ishaya Kennedy.
Hon. Commissioner of Health Gombe State



Hajiya Laraba Ahmed Kawu.

Perm. Sec.
Gombe state Min. of Health.



Alhaji Yahya Hammari.
Board Chairman, Idris Mohammed Foundation



Dr. Bature Saleh.

Chairman committee on health Gombe House of Assembly

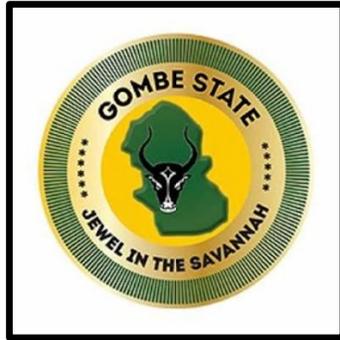


Mr. Ibrahim Yusuf
Chairman Association of Nongovernmental Organizations in Gombe state.



Dr. John Aremu.
Physician, Federal Teaching Hospital Gombe.

Partners



Gombe State Ministry of Health



Idris Mohammed Foundation

Host

Rural Health Mission Nigeria

