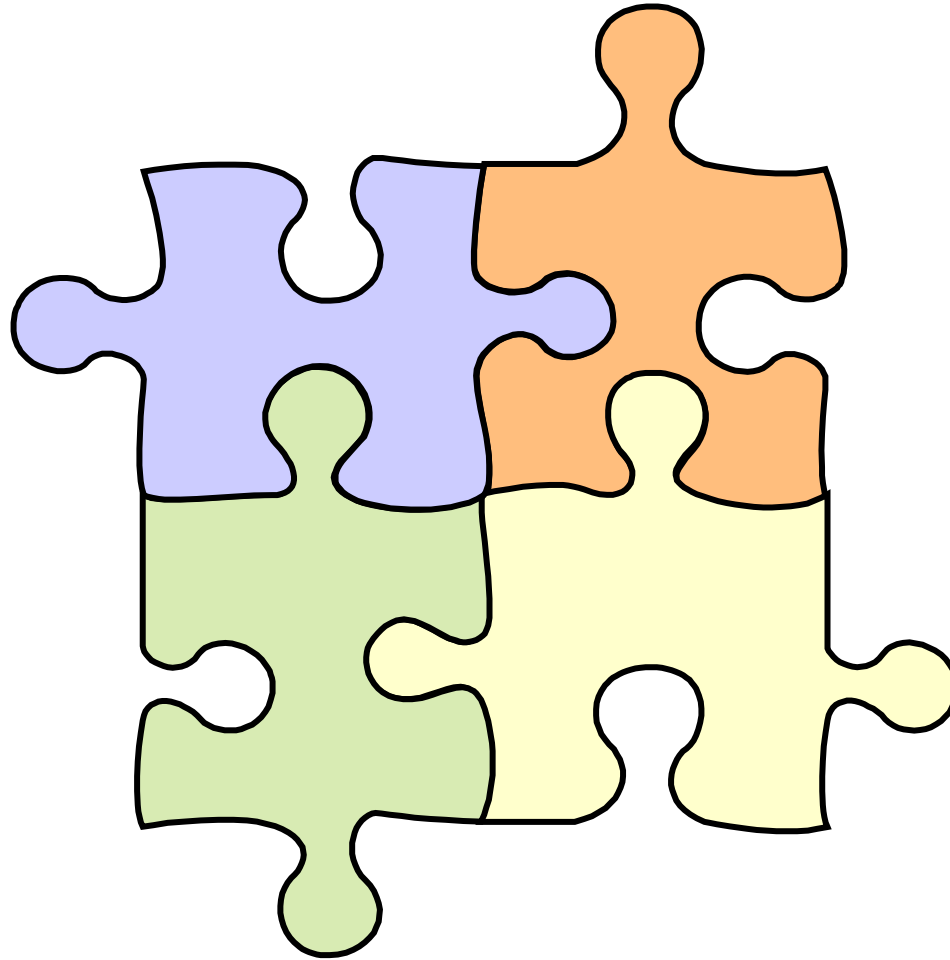


Reflections on Lanretam and Day 2

Eilish Mc Auliffe, Centre for Global Health, Trinity
College Dublin,

What are we doing here?

Yet another analogy...



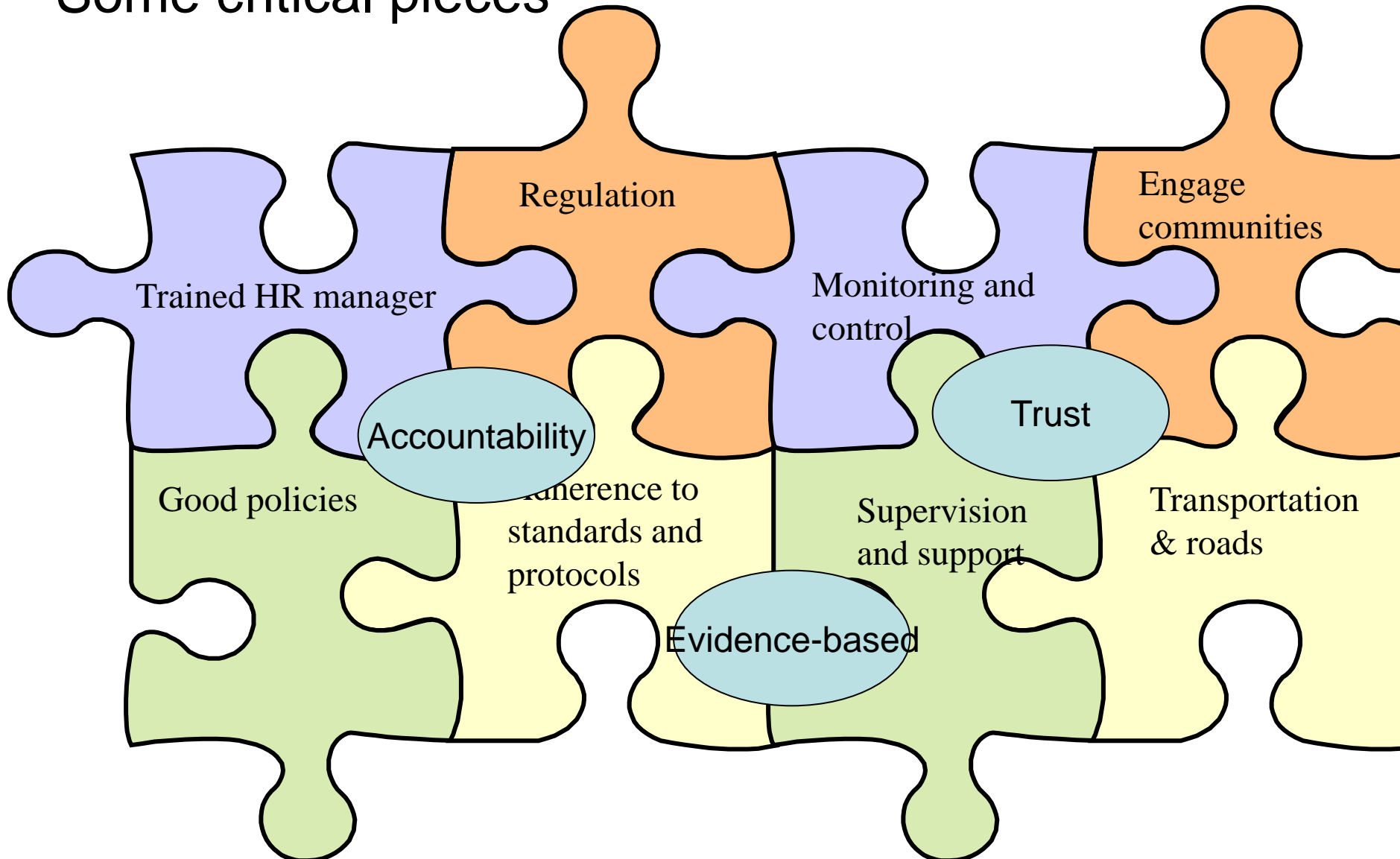
..we are collectively making a puzzle.

The *Art* of puzzle making - different approaches

- Get all the edges and put them together first
- Start on a figure e.g. object or person
- Start at the top left hand corner
- Start at the bottom right hand corner
- Get all the same coloured pieces and put them together
- Make specific figures first and then put them into the main picture frame and find linking pieces

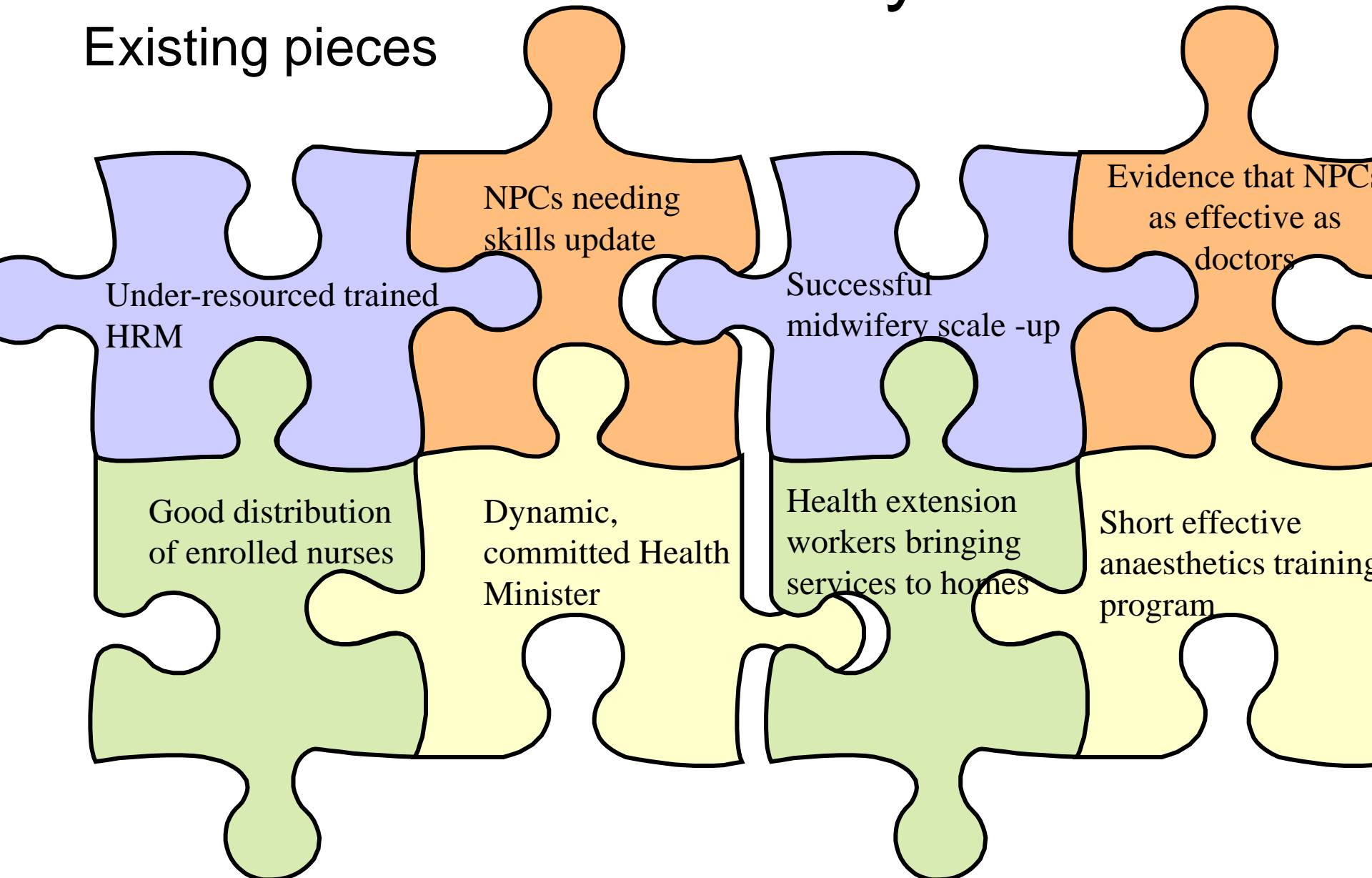
Lanretam

Some critical pieces



Your country

Existing pieces



NPCs needing skills update

Evidence that NPC as effective as doctors

Under-resourced trained HRM

Successful midwifery scale -up

Good distribution of enrolled nurses

Dynamic, committed Health Minister

Health extension workers bringing services to homes

Short effective anaesthetics training program

But what is the one critical thing we need to make the puzzle?

The picture



- We have a common goal – MDGs 4 & 5
- But ...

the vision for each country needs to take account of where that country is starting from

...and decide where it wants to go

Constructing a vision

Involves choices

- Quick fix or long-term solution
- Encourage women into facilities vs reach out to homes
- Good geographical spread of services vs rapid safe transportation to fewer facilities

Next we need an approach

- Guided by a framework
- That will get us to the vision (keep an eye on the picture)

Systematic

Co-ordinated effort

- Guided by strategies and policies that build on our strengths and address our weaknesses/problems
- e.g. I'll do the edges while you put the face together
- Lanretam
 - Move Moceb to next stage whilst fixing the problems in Nosu.
 - Situation analysis needs to be distributed to all stakeholders
- HRM Dept will work on recruitment and deployment policies whilst the training institutions will work with the professional bodies to agree the core competencies required in the EMOC team and regulatory bodies will develop supervision policy.

Prioritise

- What will have the fastest, greatest impact in getting us towards the vision?
- Lanretam
 - Bath analogy
 - Plug the drain, open the tap or start filling from the sink with a bucket!
- Is there a link piece that will help many other pieces fall into place?
 - Ensuring adherence to protocols and standards
 - Accountability
- E.g. Ethiopia – mass rapid production of health workers with specific skills
- Afghanistan – strengthening and scale up of midwifery skills.

Systematic

Vision-oriented

Guiding

- Looking over the shoulder to check on team mates
 - Corrective action – ripple effect of putting the wrong piece in
- Lanretam
 - HR manager in Nosu
 - Need for *validated* protocols and standards
 - Policy regulation review and revision
 - Ministry guiding provinces
 - Need for good information systems to guide managers

Most ministries have the strategies, plans etc. but are they keeping a steady hand on the tiller?

Sharing & Learning

- Last time this is what worked for me
- Lanretam
 - Nosu learning from Moceb
 - Duration of internships critical to competence
- Value of site visits
 - Adopting and adapting innovations e.g. selecting and training for purpose and location

Country team-service delivery team parallels

Service delivery team also making jigsaw

- Team effort
- One person can't make the decisions alone
 - Joint decision making
 - Good decision support systems
- Can't claim exclusive ownership of pieces, yet may have strengths or competencies that lead to a particular focus.
- Everyone must have sight of the picture/vision.
- From Lanretam
 - team-based training
 - Sensitizing professionals to team working
- From countries
 - "task sharing not task shifting"
 - "joint decision making"

Action

- Construct the vision
- Decide on the approach
- Prioritise
- Co-ordinate the effort
- Guide
- Share and Learn

But

Don't take your eyes off the vision

“Vision without action is a daydream. Action without vision is a nightmare.”

Japanese proverb

In conclusion

- There is no country in the world that has the perfect system that fully meets all the maternal health needs of its population.
- But sharing, learning and continually innovating will help us all get there sooner than we would alone.

'Did' is a word of achievement
'Won't' is a word of retreat
'Might' is a word of bereavement
'Can't' is a word of defeat
'Ought' is a word of duty
'Will' is a word of beauty
'Can' is a word of power
'Try' is a word for each hour

Author Unknown