Mr. Musiime Michael Koima,
Governance and Leadership Manager,
Baylor Uganda
Baylor College of Medicine Children’s Foundation-Uganda (Baylor – Uganda) is a Ugandan NGO committed to delivering high quality, high impact and highly ethical paediatrics and family HIV & AIDS prevention, care and treatment services, health professional training and clinical research.

Baylor Uganda, together with Pepal, has been focused on embedding leadership and governance into their health systems strengthening approach since 2015.
Caring Together: Nine Modules

Communication

Time Management

Teamwork

Constructive Conversations

Conflict Management

Data for Decision-Making

Situational Leadership

Influencing Skills

Resilience
Caring Together: The Tools

- Red line
- Information Posters
- Patient Waiting Cards
- Team Performance Monitoring Tool
- World AIDS Day Awards
- Monthly Staff Meetings Book
- Employee of the Quarter Certificate
- Stock Inventory Checklist
The Numbers 2015 – 2018

- 83 health worker “mentors”
- Working across 270 health facilities
- Mentoring over 5,000 health workers
- Providing services to 4.4m people and over 200,000 pregnant women
High Level Results 2015 – 2018

- 57% increase in facilities tracking lateness
- 34% increase in facilities holding at least 3 monthly staff meetings
- 27% reduction in staff late arrivals
- 43% reduction in client waiting time
- 97% of those trained believe that their team performance improved
 Embedding Leadership in HIV Programs

- Since 2018 Baylor-Uganda have built leadership into their core CDC funding including in UNICEF Projects, Easter USAID-LPHS project, CDC Hoima and CDC Fort portal Regions
- The tools are still been widely used throughout Rwenzori region and now used in other regions of Uganda
Leadership and Cervical Cancer in Uganda

• In 2019, five district level staff from took part in an NJIA program in Tanzania

• Since then, these staff have been driving forward the cervical cancer agenda

• In 2021, we brought the NJIA program to Uganda in a more comprehensive way and although we are still awaiting impact data initial results are promising and we feel the programme will accelerate the CDC investment in Cervical Cancer Programming
Top Transformational Leadership Behaviours

Inspiring

Influencing

Delegation