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**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

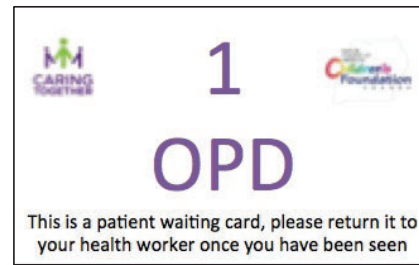


Date	Value	Date	Value	Date	Value
01/01/18	1500	01/02/18	1300	01/03/18	1100
01/04/18	900	01/05/18	800	01/06/18	700
01/07/18	600	01/08/18	500	01/09/18	400
01/10/18	300	01/11/18	200	01/12/18	100
02/01/19	100				

Red line



Information Posters



Patient Waiting Cards

HEALTH FACILITY NAME:	TEAM PERFORMANCE MONITORING TOOL							
	INDICATOR	YTD TARGET	YTD ACHIEVEMENT	YTD VARIANCE	Q1 TARGET	Q1 ACHIEVEMENT	Q1 VARIANCE	Q1 TRENDS

Team Performance Monitoring Tool



World AIDS Day Awards



Monthly Staff Meetings Book



Employee of the Quarter Certificate

**Stock Inventory Management Tool**

**10 GOLDEN RULES CHECKLIST**

	Month 1		Month 2		Month 3	
	YES	COMMENT	YES	COMMENT	YES	COMMENT
1. Is the store safe and secure?						
2. Is minimum and maximum stock documented in each stock card?						
3. Is there a system in place to make requisitions from departments to store every point of care? (HMIS Form 512)						
4. Are all stock cards/disbursement logs accurately and completely filled out at every point of care? (HMIS Form 515)						
5. Do each stock card contain a monthly physical stock count?						
6. Are there any expired medicines in the store? If so, follow disposition process (HMIS Form 688)						
7. Does the store have an up to date stock book? (HMIS Form 693)						
8. Have you submitted an item to avoid stock out? (Form National Medical Stores - HMIS Form 685/Internal Health Unit - HMIS Form 522/every 2 months)						
9. Does a functional team exist to cross check the different medicines? (HMIS Form 697)						
10. Does the store practice FIFO (first expiry first out)?						

**Stock & Order Issues**

1. All stock cards are up to date (with no errors)

2. Periodic audit of stock quality and quantity

3. All stock cards are filled out accurately and completely

4. All stock cards are up to date (with no errors)

**Emergency Order Process**

1. Health Center has to contact the DHO office

2. DHO office will check emergency stock within the district

3. DHO confirms when to pick up the stock at the health center or at the district

**Do you have a stock issue? Contact: \_\_\_\_\_ Please get in touch!**

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

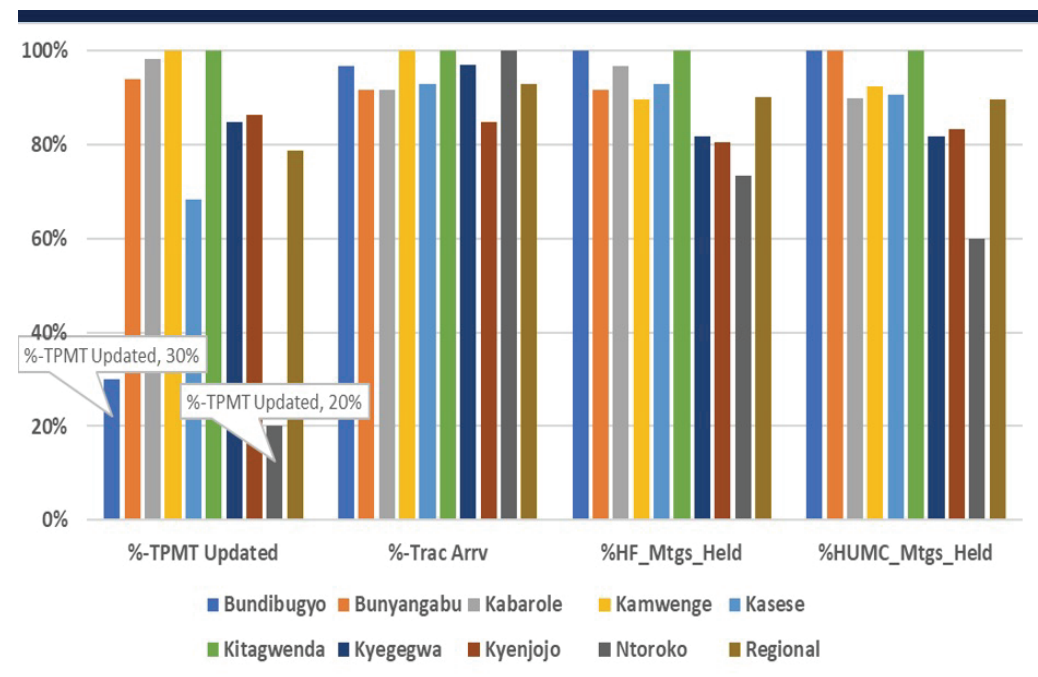


**97%** of those trained believe that their **team performance improved**

# 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**