



## REPORT OF STAFF STRATEGIC PLANNING HELD AT ELIM TOP SUITES BWARI, ABUJA ON THE 18<sup>th</sup> AND 19<sup>th</sup> APRIL 2013.

### Strategic Planning Agenda

#### Day One – April 18, 2013

- 8:00 – 9:00 a.m. Depart EFMC, Kubwa/Arrive Elim-Top Suites, Bwari
- 9:00 – 10:00 a.m. Check-in/Breakfast at Elim-Top Suites, Bwari
- 10:00 – 11:00 a.m. Welcome, Introduction, Overview of Purpose, Ground rules
- 11:00 – 11:10 a.m. Presentation by Owerri
- 11:10 – 11:20 a.m. Presentation by Medical Logistics
- 11:20 – 11:30 a.m. Presentation by PMTCT
- 11:30 – 11:40 a.m. **Ice breaker (Q&A)**
- 11:40 – 11:50 a.m. Presentation by Clinical Care
- 11:50 – 12:00 p.m. Presentation by Community Services
- 12:00 – 12:10 p.m. Presentation by Strategic Information
- 12:10 – 12:20 p.m. **Ice breaker (Q&A)**
- 12:20 – 12:30 p.m. Presentation by Capacity Development Unit
- 12:30 – 12:40 p.m. Presentation by Accounts unit
- 12:40 – 12:50 p.m. Presentation by Admin/HR unit
- 12:50 – 13:00 p.m. **Ice breaker (Q&A)**
- 13:00 – 13:15 p.m. Feedback from Management
- 13:15 – 14:00 p.m. Lunch
- 14:00 – 15:00 p.m. Break
- 15:00 – 18:00 p.m. Team Building Activities (On-Time, On-Target Manager) by the pool side
- 18:00 – 19:00 p.m. Break
- 19:00 – 20:00 p.m. Dinner



## **Day Two – April 19, 2013**

8:00 – 9:00 a.m. Breakfast

9:00 – 11:00 a.m. Team building exercises, Interactive forum

11:00 – 12:30 p.m. Presentation by Project Director

12:30 – 13:00 p.m. **Ice breaker (Q&A)**

13:00 – 15:00 p.m. Presentation by Executive Director

15:00 –16:00 p.m. Lunch

16:00 – 17:00 p.m. Break

17:00 – 18:00 p.m. Open Dialogue (Questions & Answers)

18:00 – 19:00 p.m. Exercises

19:00 – 20:00 p.m. Dinner

20:00 – 21:00 p.m. Break

## **Strategic Planning Narrative**

Finally, the much awaited maiden edition of **Excellence and Friends Management Consult (EFMC)** staff strategic planning took place recently at Elim Top Suites Bwari Abuja. The two day epoch making event started on Thursday 18<sup>th</sup> April and ended on Friday 19<sup>th</sup> April, 2013.

At about 10.30 am on Thursday 18<sup>th</sup> 2013, the retreat began with worship and prayers. This was followed thereafter by self-introduction by each participant. Immediately after the introduction staff went for group photographs and breakfast.



**Activity Objectives:** With the commencement of the various Projects that EFMC is currently engaged in, new teams were assembled in Abuja and Owerri. The objectives of this meeting are as follows:

1. Team Building and Strategic Planning of the Organization. The strategic planning exercise will also serve as a good platform to learn innovative strategies and improve upon existing ones to enhance our productivity.
2. To promote a positive work culture and improve communication, boost staff morale, motivate staff, identify strengths and weaknesses and generally inculcate the spirit of unity amongst staff to know each other better and work more cohesively.
3. Provide conducive environment outside office premises for staff to recreate, unwind and have fun

In his opening remarks, the Executive Director; **Excellence and Friends Management Consult (EFMC) Dr. Obinna Oleribe** welcomed every staff for finding it expedient to be part of the meeting.



Subsequently, team presentations began at 11:06am with the Owerri Project Coordinator as the pathfinder. Team presentations were based on their contributions/challenges/successes towards achieving EFMC goals/objectives.

The Owerri team began full operation on December 3, 2012 with staff strength of 9; the team has grown to 25. The team has since then provided HIV testing and counselling services to thirteen thousand, six hundred and ninety-eight (13,698), provided ABCM services to two thousand, nine hundred and eighty-three (2,983). Provided HIV counselling and testing to one thousand, two hundred and fifty-one (1,252) pregnant women, activated 28PHCs and engaged 6 PMVs to provide

HIV services to the populace of Imo State.

Thereafter presentations by Medical Logistics, PMTCT were done. Then a question and answer session was observed for the first set of presenters. At 11:35am the next set of presentations were done



by the Clinical care, Community Services and Strategic Information Units then questions and answers were entertained. Presentations by CDU, HSS leads were done, the HSS lead stressed on the importance of Continuous Quality Improvement (CQI) and that EFMC should strive to diversify and really build on its Health Systems Strengthening and Public Health Systems components. EFMC's focus should not be solely on HIV/AIDS programming but should explore other areas like Malaria, TB and others. The Finance/Accounts and Admin Units ended the presentations at 12: 24 pm. Before the feedback from management, the ICT team was asked to talk about the new company website where the team lead explained every component of the website and how the discussion forum will work. He enjoined staff to ensure they take photos of every organizational activity and record videos with their smart phones so they can be uploaded to the company's website.

After the presentations by all teams, the feedback by management was done by the Project Director **Dr. Emeka Nwachukwu**. He commended the staff that despite we are a young organization we have done well so far.

With the presentations and feedback from management done, the team closed for the day and went for lunch break, the day ended with dinner and team building activities.

### **Day 2- April 19, 2013**

The day began with breakfast, and an interactive forum, came the highlight of the retreat as the CDC Country Director Dr. Okey Nwanyanwu graced the occasion. The Executive Director (ED), Dr.

Obinna Oleribe was highly exhilarated as he described Dr. Nwanyanwu as a mentor, a friend, a brother and one who loves his country so much. He eulogized Dr. Nwanyanwu's magnanimity in gracing the occasion in spite of his busy schedule as an uncommon gesture.



Furthermore, he narrated how Dr. Nwanyanwu has been impactful in the organizational programming. Continuing, he



opined that history of HIV/AIDS programming in Nigeria cannot be complete without entrenching Dr. Nwanyanwu’s humble contributions. According to the ED, Dr. OkeyNwanyanwu has been quite instrumental to EFMC’s successes. He also used the opportunity to introduce EFMC staff to CDC Country Director. At this juncture, the Project Director presented a token gift of the organizations T-Shirt to Dr. Nwanyanwu.

Thereafter, Dr. Nwanyanwu spoke so passionately about HIV programming in Nigeria in which he professed that “we are doing God’s work”. He went further to give statistical analysis of HIV/AIDS infections, testing, treatment, care and prevention so far in Nigeria. He commended EFMC for its contribution in the success recorded in HIV/AIDS programming in Nigeria. He charged EFMC to test people, treat them and save lives. He also praised the organization for making a mark within the shortest period of time as he posited that success begets more work. He charged the organization not to relent in the pursuance of excellence in its programming and services to humanity. He maintained that a sense of urgency needs to be reinforced. Dr. Nwanyanwu left at 11:17 am.

The Project Director took over where participants were split into teams of five (5) for team building exercise. The teams had 30 minutes to deliberate and present their thoughts/ideas to the house. Participants were split in the following groups: Admin, Clinical Care, PMTCT, Community Services and SI/HSS/CDU/ICT. The lesson of this exercise was to see how teams interact and the processes involved in making decisions and electing leaders of their groups. He also added, that “every leader must know how to carry people along”.



After the exercise, the ED showed a slide on the Resistance Zoo which showed the different temperaments of people that constitute a team; these temperaments were clearly exhibited during

the exercise. They are classified into six (6) kinds of people: Ostriches, Moles, Tigers, Dogs, Owls





and Snails. This was quickly followed with a 20 minute clip shown to the house by the PD.



The title of the clip “**The Danger of a Single Story**” by Chimamanda Adichie presented in 2009 at Oxford England.

At 13:24, the PD began his presentation relating to our projects. PD showed the innovations that the company intends to initiate which is geared towards the progress of the company, they include:

1. Prepackaged drugs for PMTCT, ART at PHC level
2. Mobile DHS platform
3. HTC tracking system
4. Early Infant Diagnosis (EID) tracking system
5. Delineating sub-hubs for easy management of PHCs
6. POC CD 4 machines requested for the sub hubs.

Question and answer session was entertained after the formal presentation.

All went on Lunch break at 15:10, the meeting continued with a presentation by the Executive Director. The first phase of his presentation was based on a book titled “***On-Time, On-Target Manager***” by Ken Blanchard and Steve Gottry. He spoke about the four (4) types of managers.

1. Never on time managers
2. Last minute managers
3. On time managers
4. On time, on target managers.

ED ended by saying while we are at this gathering we should be good to others. “Do not miss opportunities to be good to people especially your friends at EFMC, let us start a chain reaction of kindness” with these words the days presentations came to an end at 16:26 GMT.



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## Lesson from the Retreat

1. The dangers of a single story, different perspectives.
2. Do not miss opportunities to be good to people especially your friends at EFMC; let us start a chain reaction of kindness.
3. Always remember unity in diversity.

Courtesy: **Communication Team**