

REPORT ON PROFESSIONAL HIV/AIDS PROGRAM MANAGEMENT SHORT COURSE (HAP-MSC) AT EFMC, KUBWA ON 29th APRIL- 5th MAY, 2013.

1.1 FACILITATORS

- **Dr. Obinna Oleribe** (Facilitator/Executive Director EFMC)
- **Dr. Peter Nsubuga** (Facilitator/Global PH Solutions, Atlanta GA)
- **Dr Okey Nwanyanwu** (CDC Country Director, Nigeria)

2.0 PROGRAM NARRATIVE

E&F Management Consult in collaboration with African Field Epidemiology Network (AFENET) and Global Public Health Solutions (Global-PHS) USA with sponsorship from US HHS/CDC Nigeria organised a six (6) month short course in HIV/AIDS Program Management for Sustainable Public Health Impact in Nigeria. Below is the narrative of the six (6) days didactic course.

The training kicked off as scheduled on the 29th of April, 2013. Although one hundred and forty-seven participants applied, only forty-six (46) participants were shortlisted, with forty-three in attendance on the first day. These participants are health care workers drawn from government and non-governmental organisations from the 6 geopolitical zones in Nigeria (Appendix 1). Tea break and lunch were served throughout the course duration.

Day One

The day one of HAP-MSC began with review of course schedule (Appendix 2) and a welcome address by Dr. Obinna Oleribe and thereafter self-introduction by all participants. His first presentation was **“Introduction to HAP-MSC”** which included the training pattern and he offered all participants full

scholarship. The next presentation was on why HAP-MSC which was still taken by Dr. Oleribe; this presentation opened participants to why they are in HAP-MSC and the need for participants to identify problems that they must solve so as to achieve an AIDS free generation. The PEPFAR blue print was looked at and then participants delved into a case study exercise. After the exercise it was time for group photographs.



Dr. Obinna Oleribe delivering Lectures

The next presentation was on **“Competency based training”** by Dr. Peter Nsubuga, this was short, straight forward and gave participants an imagination of what to expect from the program. HIV management fundamentals was the next presentation taken by Dr. Oleribe and he talked about **“Challenges in HIV programming”** and current directions in HIV programming. In the middle of his presentation Dr. Okey Nwanyanwu of CDC walked into the class and was introduced to the participants. Dr. Nwanyanwu gave a talk that inspired participants; one striking word he said was that the participants present are “agents of change” that will bring about positive contributions in HIV programming. After his presentation it was time for a group photograph.

Thereafter, **“Basic facts in VC programming”** was presented by Dr. Oleribe. He made the class to understand that VC programming is now about giving the child the specific needs he/she needs and no longer the minimum package for every child. The last lecture for the day was on **“Project Management fundamentals”** by Dr. Oleribe and this sparked more thirst for PM knowledge by participants. Dr. Oleribe promised to offer a leadership presentation and more PM courses in didactic course II. Participants were shared into teams and group assignments were given to be presented on day 2.



Dr. Okey Nwanyanwu addressing Participants



Dr. Peter Nsubuga, Dr. Okey Nwanyanwu & Dr. Oleribe in group photograph with Participants

Day Two

The second day of the training started off on schedule with an opening prayer. All participants gave a recap of at least one thing



Participants listening to lectures

they had learnt the previous day.

This was immediately followed by group presentations on the summary of the PEPFAR Blueprint, key strategic directions for Nigerian Programs, 4 things we are doing but must stop 4 new things we must do to meet the targets. This was moderated by Dr. Oleribe. All teams participated actively and questions were entertained afterwards.

Dr. Nsubuga facilitated the next session which was on **“M&E terms and definitions”** where basic M&E language was defined and explained.



Dr. Peter Nsubuga stressing a point during the Training

Dr. Nsubuga facilitated on **“Logical Framework Approach and Problem Analysis”** using a problem tree. Both sessions were very interactive. Dr. Nsubuga engaged the participants to use their individual case methods as examples so as to further drive home the knowledge.

The afternoon session began with a presentation by Dr. Oleribe on **“Developing Indicators”** which was very engaging.

The day ended with participants breaking up into their different groups and starting work on the day 2 exercise which was the development of a problem tree for individual case methods but all members of the group were expected to contribute to each other’s work.



Group Photograph of Participants and Facilitators

Day Three

The day which was a workers day (public holiday) began with a brief prayer led by Dr. Obinna who also made an introductory remark, wishing all participants a 'Happy workers' day' stating that all workers deserve to be celebrated because they have all contributed to the growth of Nigeria. He ended the remark by projecting pictures of the HAP MSC sessions, stimulating participants' interest.



A Participant and Dr. Obinna Oleribe in an interactive Session

Next was the recap of day 2 activities with participants redefining the terms taught on the previous day. This was followed by presentations of the day 2 assignments- **"The problem tree"** during which everyone listened, learnt and made suggestions.

Dr. Obinna gave a presentation on **"Leadership Principle"** discussing the three levels of Leaders, qualities of good leaders, principles of good leaders and differences between leaders and managers. There was a question and answer session at the end.

The Other Frameworks lecture was presented by Dr. Nsubuga teaching all the 3 types of frameworks- conceptual, result, logical frameworks and the logical model. Where, when and for whom each type of framework can be used was discussed. The class went on to review the document **"How do we monitor Programs?"** The participants took turns reading the document while the facilitator explained relevant points.

The final lecture was on **"The role of M&E officer in project monitoring"** by Dr. Oleribe. The day ended with participants breaking up into their different groups and starting work on the day 3 exercise which was the development of a logical framework matrix for individual case methods with all members of the group contributing to each other's work.

Day Four

Training started at with an opening prayer. Shortly after the prayer, participants made their presentation on logical frame work. Eight (8) people presented and inputs were made by other

participants as well as the facilitators. The day's lectures for the day began with Dr. Oleribe making his presentation on "**Qualitative and quantitative data**" afterwards he also took "**Strategy analysis**".



Participants listening attentively during the training

Also, the participants were taught the various steps and technique on how to prepare an implementation plan. The book titled "**Integrated Monitoring**" authored by Sonia Herrero was used as a guide. Participants were made to read the book and explain what they understood and clarifications were made by the facilitators in areas where participants seem confused. The class was also very interactive with active participation from participants.

Day Five

Day five of the HAP-MS course as usual was packed with activities that dispensed unique HIV program management principles. Sessions were made up of a mix of interactive lectures, presentations by participants and group work discussions were held and this was moderated by the facilitators.

The day started with an opening prayer moderated by Dr. Oleribe. The following didactic sessions were then delivered afterwards by Dr. Oleribe: "**Interpreting Monitoring Data**"; "**Preparing an Evaluation Team and Terms of Reference**" and "**Writing an Evaluation Report**".

Dr. Oleribe and Dr. Nsubuga took presentations from students on the monitoring plan for their respective projects. After each participant's presentation, comments and corrections were made by participants and facilitators to amend the gaps in each presentation.

The next session was anchored by Dr. Peter Nsubuga. He made his presentations on "**Evaluation Approaches**" and "**Methods of Rapid Evaluation and Assessment**".

With the completion of the slated lectures for the day, participants split into their discussion groups where they brainstormed on the next day's assignment which was to develop an evaluation Terms of Reference (TOR) for their project. Participants continued with discussions in their respective groups well beyond the closing time of 5pm.

Day Six

The sixth and final day of the first didactic class began at about 8.00am as had other days all through the past week. After prayers, presentations were made by participants, moderated by Dr. Obinna



Dr. Obinna Oleribe Stressing a point during the training

Oleribe, on their work during the past days including problem analysis, objective tree, Ishikawa diagram, log-frame matrix, monitoring plan, terms of reference and work plan. Dr. Oleribe then made a presentation on questionnaire development.

Subsequently, Dr. Peter Nsubuga took time and went through the schedule for the remaining parts of the six months long course. Afterwards, Dr. Obinna Oleribe anchored a class on leadership, administered a post test and

declared the first didactic classes closed.

3.0: Outputs

- All lectures in the schedule were fully and successfully covered
- Motivational and bonus lectures were delivered.
- Each participant submitted at least seven outputs – Case Method, Problem tree, Objective tree, LogiFrame, Monitoring Plan, Terms of Reference (TOR), and Workplan.
- Participants' capacities were built in the various program management concepts discussed.
- Training enhanced team work and networking.
- There were pre and post-test which were analysed.

4.0 ACTION POINTS

- Submission of project ideas and training reports on May 11th, 2013.
- Assignments on a hypothetical case to be expected June 8th 2013.
- Submission of mid-way reports on on-going projects between July 7th- July 10th 2013
- Return for 2nd didactic class by July 14th 2013.

5.0 CONCLUSION

The HAP-MSc course was very successful and ran smoothly with no significant hitches. All participants were actively involved as the mode of facilitation was very interactive. Some of their post training testimonies include:

1. Dear All,

What a transformative experience! I found a new family in you all.

Oh, the two great men, doing uncommon thing to change their world.

My contact with you helped me to appreciate where I am coming from, recognize where I am and pursue harder where I want to be with prayer.

I MISS YOU ALL.

Olubunmi Aiyedun (olubunmia255@gmail.com) May, 6, 2013.

2. Sir, I really want to thank you for the opportunity given me to be in HAP-MSD !. It has changed my life and has given me a better understanding of where am going. May God Almighty bless you and expand your Coast. Amen

Thanks

Dr Brown O Onovabirhi (brownmed7@gmail.com) May 5, 2013

3. Dear Sir,

This is to once again show my appreciation for the opportunity to be chosen for this course. Though it was one of the most stressful weeks I have ever had, I would gladly repeat it. The experience was worth it. Thank you once again sir.

Dr. Alawode Damilola (dalawode2002@yahoo.com), May 5, 2013

4. Dear Sir,

Thank you very much for the opportunity to participate in this ground-breaking course.

Thanks again for the additional bounties :)

Great work!

I arrived Owerri safely. Thanks again.

Best regards,

Dr Ikechukwu Amamilo (ikechukwu.amamilo@expertmanagers.org), May 5, 2013

6.0 ACKNOWLEDGEMENT

We in EFMC thank the US Centres for Disease Control and Prevention (CDC) and her Nigerian Country Director, Dr Okey Nwanyanwu; African Field Epidemiology Network (AFENET), and Global Public Health Solutions (Global-PHS) USA for the supports, funds and technical assistance all through the training. We look forward to future partnerships in moving Africa forward and changing the face of HIV Programming.

Appendix 1: Course Attendance

S/N	NAME	ORGANIZATION	E - MAIL
1	Alexandra Ojike	EFMC	alexandra.ojike@expertmanagers.org
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Appendix 2: Course Schedule

HAP-MSC Course One Schedule April 29 th – May 5 th 2013						
Day	Theme (s) of the day (or Instructional Goal)	Time	Session Topics	Explanation/ Comments	Facilitator (s)	
Day 1 8.00 – 9.00	Opening	Morning	Arrivals, Introductions and opening remarks		OO	
9.00 – 9.30			Pre-test		OO	
9.30 – 10.00	HIV Management Fundamentals		Overview of the course and training methodology	What is competency-based training for M&E?	OO/PN	
10.30 – 11.30			New HIV Management Blueprint – Why HAP- MSC		OO/PN	
11.30 – 12.30		PM	Basic Facts in HIV Programming		OO/Emeka	
12.30 – 1.30		PM	Current Directions: VC Programming		OO/Bright	
1.30 – 2.30	Lunch					
2.30 – 3.30		Afternoon	Challenges in HIV Programming	With participants	OO/Emeka	
3.30 – 4.30	PM Fundamentals		PM Fundamentals		OO	
4.30 – 5.00			Group Discussion	The group will be divided into learning workgroups twice-this the first division		
5.00 – 10.00	Dinner/Group Works in the Hotels (HIV Exercise)					
		Day 1 close				
Day 2 8.00 – 9.00	Public health program design	Morning	Day 1 Recap/Presentations of Group Work		OO	
9.00 – 10.00			M&E Terms and Definitions		PN	
10.30 – 12.30			Logical framework approach		PN	
12.30 – 1.30			Problem analysis using a problem tree		PN	
1.30 – 2.30	Lunch					
2.30 – 3.30		Afternoon	Developing indicators		OO	
3.30 – 4.30			Case study period 2	Problem analysis		
4.30 – 5.00			Case study 2 plenary discussion		PN	
5.00 – 10.00	Dinner/Group Works in the Hotels (Problem Tree)					
		Day 2 close				

HAP-MSC Course One Schedule April 29th – May 5th 2013						
Day	Theme (s) of the day (or Instructional Goal)	Time	Session Topics	Explanation/ Comments	Facilitator (s)	
Day 3 8.00 – 9.00	Monitoring and evaluation scope and planning	Morning	Day 2 Recap		OO	
9.00 – 10.00			Logical framework, vertical and horizontal logic		PN	
10.30 – 12.00			Assumptions and risks, risk management		OO	
12.00 – 1.30			How do we monitor public health programs?		PN	
1.30 – 2.30	Lunch					
2.30 – 3.00		Afternoon	How to set up a monitoring system		PN	
3.00 – 3.30			Role of M&E Officer in project monitoring		OO	
3.30 – 4.30			Case study period 3	Complete logical framework		
4.30 – 5.00			Case study 3 plenary discussion		OO	
5.00 – 10.00	Dinner/Group Works in the Hotels (LFA/LFM)					
		Day 3 close				
Day 4 8.00 – 9.00	Data Requirements for monitoring of public health programs	Morning	Recap		PN	
9.00 – 9.30			Discussion of 10-week project ideas-1	What makes a good M&E project idea?	OO	
9.30 – 11.30			Review of qualitative and quantitative data approaches for M&E		OO	
11.30 – 1.30			Introduction to Strategy analysis		PN	
1.30 – 2.30	Lunch					
2.30 – 3.30		Afternoon	Interpreting monitoring data		OO	
			Division into Case Study workgroups-2	Second division into different learning workgroups		
3.30 – 4.30			Case study period 4	Monitoring		
4.30 – 5.00			Case study 4 plenary discussion		PN	
5.00 –	Dinner/Group Works in the Hotels (Monitoring)					

HAP-MSC Course One Schedule April 29th – May 5th 2013						
Day	Theme (s) of the day (or Instructional Goal)	Time	Session Topics	Explanation/ Comments	Facilitator (s)	
10.00						
		Day 4 close				
Day 5 8.00 – 9.00	Evaluation of public health programs	Morning	Day 4 Recap		OO	
9.00 – 10.00			Evaluation approaches		PN	
10.30 – 11.30			Preparing an evaluation team and terms of reference		OO	
11.30 – 1.30			Designing and conducting a rapid evaluation (will include quick review of questionnaire design)		PN	
1.30 – 2.30	Lunch					
2.30 – 3.30		Afternoon	Preparing an evaluation report		OO	
3.30 – 4.30			Case study period 5	Planning an evaluation		
4.30 – 5.00			Case study 5 plenary discussion		PN	
5.00 – 10.00	Dinner/Group Works in the Hotels (Evaluation and TOR)					
		Day 5 close				
Day 6 8.00 – 9.00	Communication of M&E results	Morning	Day 5 Recap		PN	
9.00 – 11.00			Role of M&E Officer in project evaluation		OO	
11.00 – 12.00			Discussion of 10-week M&E project ideas-2	How will the M&E projects be carried out?	PN/	
12.00 – 1.30			Case study period 6	Preparing an evaluation report	OO/	
1.30 – 2.30	Lunch					
2.30 – 3.00		Afternoon	Case study 6 plenary discussion		OO/PN	
3.00 – 4.00			Review of planned 10-week project milestones-3	How will the M&E projects be monitored and evaluated?		
4.00 – 5.00			Post-test and Wrap Up/Departure		All	
5.00 – 10.00	Dinner/Group Works in the Hotels (Finalization of Training Report/Work plans)					
End of Didactic Course 1						