



AMPHEALTH

IMPACT HIGHLIGHTS

2023

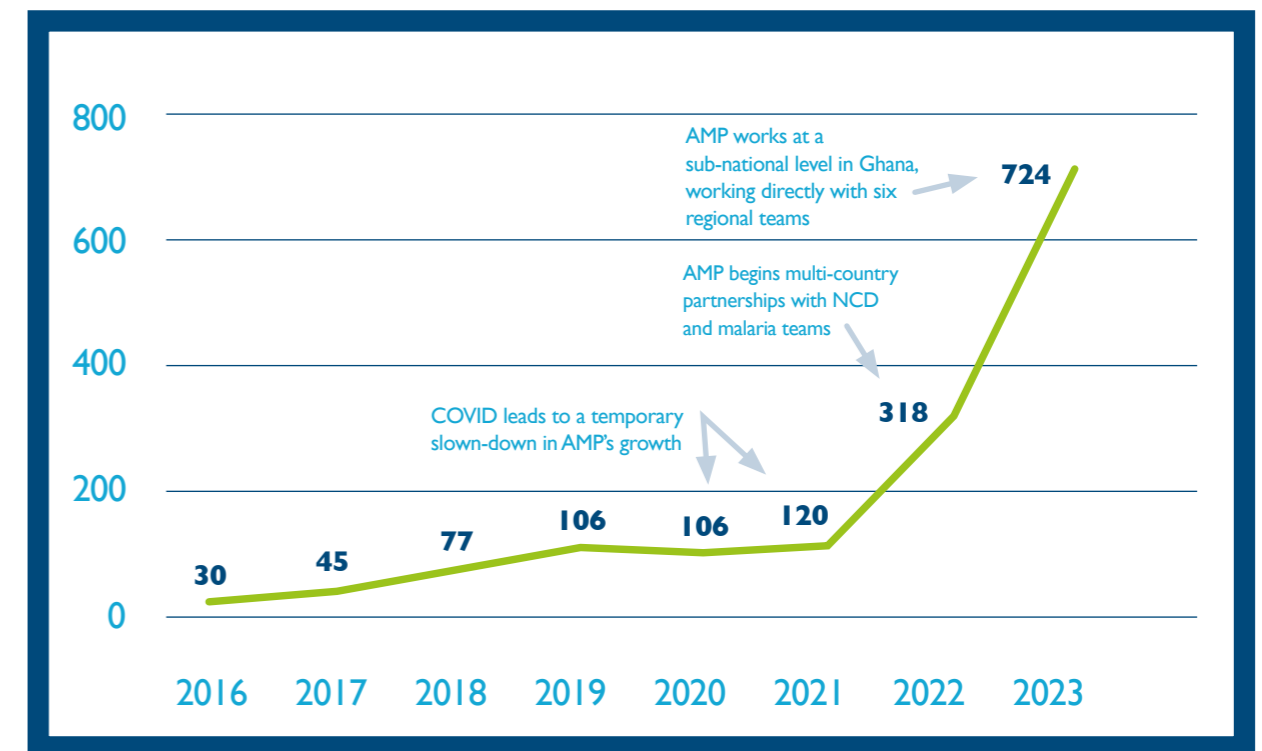
OUR PURPOSE

- AMP Health is an African nonprofit that supports governments to build visionary and effective public sector teams by helping them develop and institutionalise the leadership and management (L&M) capabilities needed to realise ambitious goals.
- Since 2015 we have partnered with teams in 15 countries throughout Africa and helped improve the skills of over 700 civil servants in ministries of health.
- Our model combines embedded support, experiential learning workshops, peer learning, and coaching to enable teams to work together more effectively.
- We monitor the impact of our partnerships through a comprehensive Monitoring, Evaluation and Learning (MEL) framework, which combines qualitative and quantitative methods. The key findings from this framework are summarised here. For a more comprehensive review of our data, see our [2023 Results Report](#).

“AMP Health’s support has been so impactful that all the other sub-directorates have requested the services of the AMP Health Management Partner. For support that only started in June 2022, the results are enormous, and we are very happy. If there was a grade to give, it would be 9 out of 10.”

— Deputy Director of Health Facilities and Regulations, General Directorate of Health and Public Hygiene, Mali (AMP Health Return on Expectations Survey, 2023)

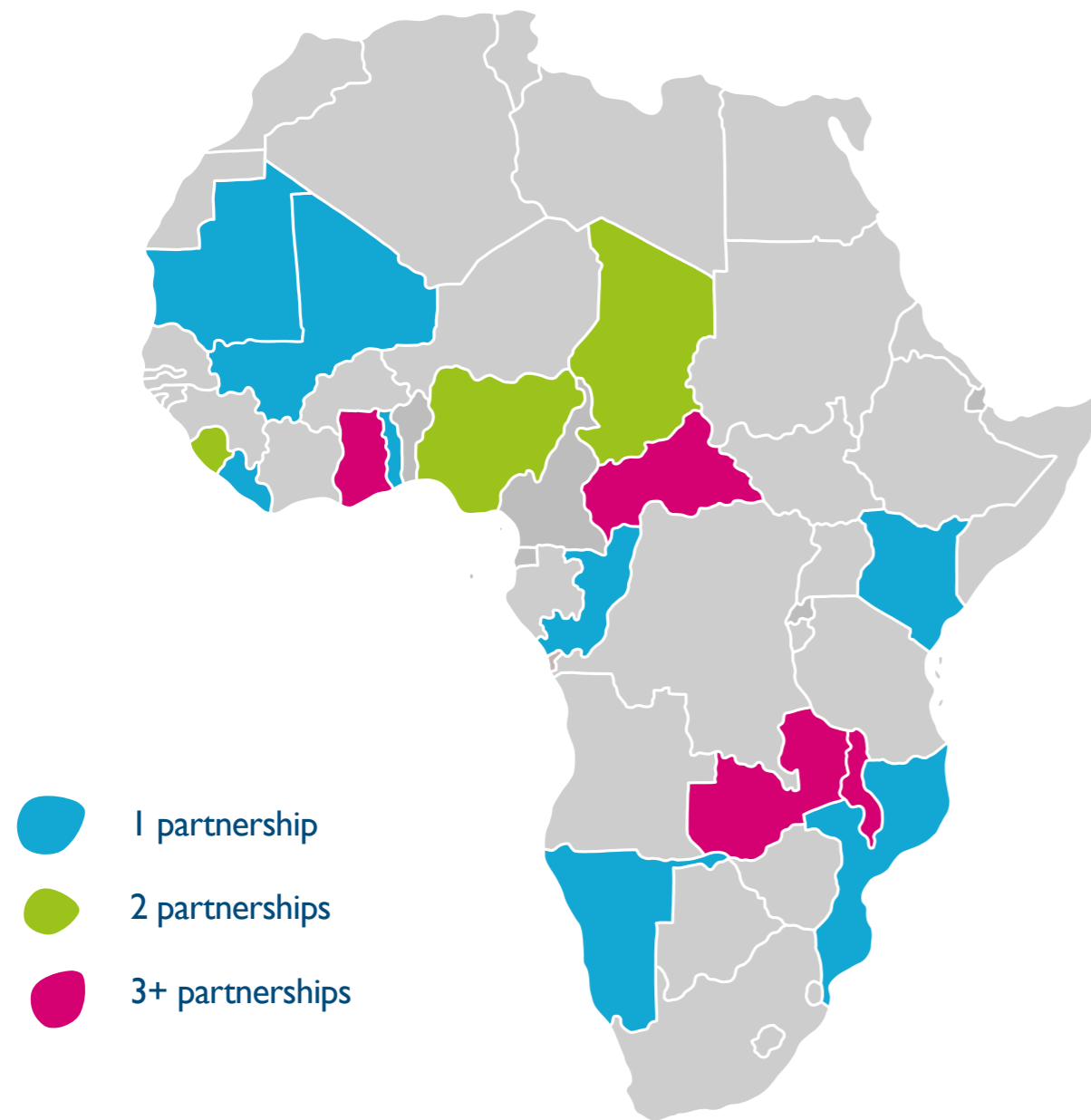
INDIVIDUALS REACHED THROUGH AMP HEALTH PARTNERSHIPS BY YEAR (CUMULATIVE)



“AMP’s impact is being noted in the health system where I work. Other programs have actively approached me to ask how they can benefit from AMP’s support as they have noticed that the noncommunicable disease (NCD) activities are improving. AMP’s work has a noticeable impact on our work – not only for us as direct beneficiaries and partners in that learning process but other departments are noticing as well.”

— NCD team member, Liberia (AMP Health Return on Expectations Survey, 2023)

AMP Health has increased its depth of engagement in several countries. By partnering across multiple programmatic areas, we can better support ministries of health to strengthen leadership and management practices, and sustainably transform their institutional cultures. Since 2015 AMP Health has partnered with 27 health teams, working across 15 countries.



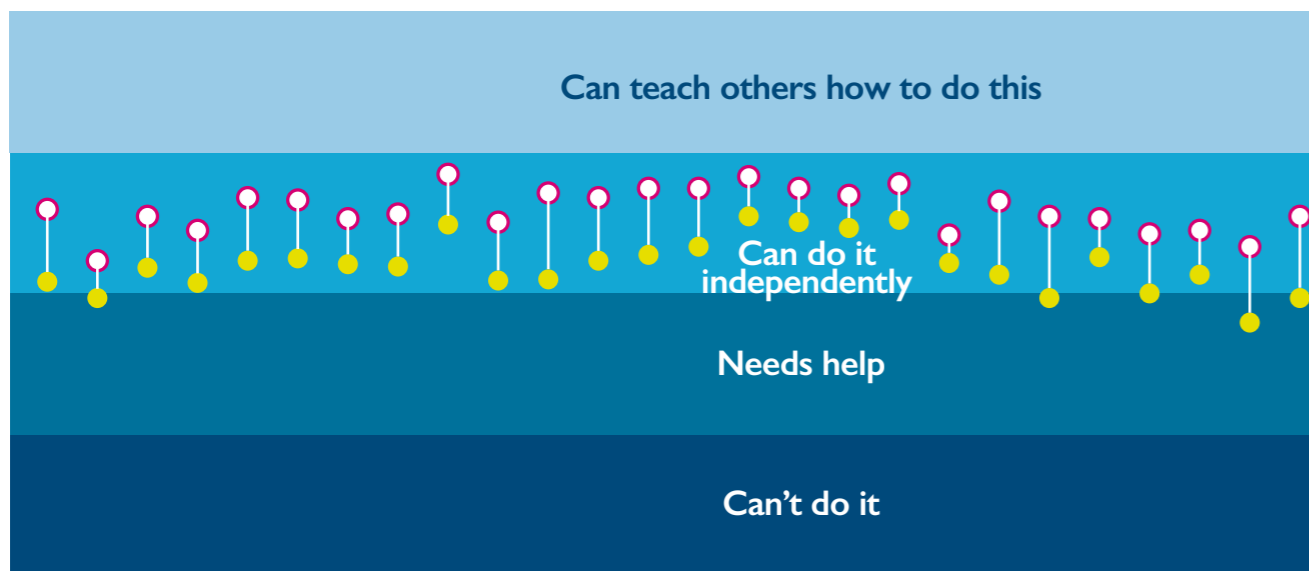
OUR PARTNERSHIPS IN 2023



“The training provided by AMP has strengthened my skills and ability to perform my role effectively. I have learned to be punctual, manage my time efficiently, avoid confusion in internal and external correspondence, and gained knowledge on writing terms of reference and carrying out activities. These changes have given me more responsibility than before.”

— National Malaria Control Program member, Chad (AMP Health Return on Expectations Survey, 2023)

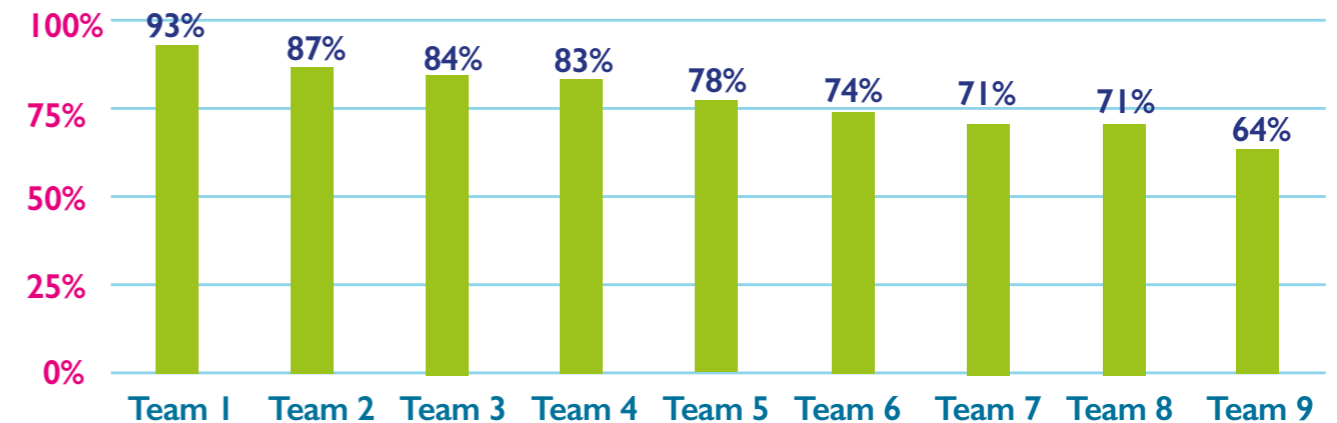
IMPROVING INDIVIDUAL L&M CAPABILITIES



○ Final ● Baseline

Of the 26 leadership and management competencies that we track, we see improvements across all skills over time. On average, individual team members show improvement in 13 skills during their time working with AMP.

TEAM EFFECTIVENESS



Every six months, we ask individual team members whether their team is exhibiting 22 skills of healthy and effective teams. The questionnaire includes measures of trust, team cohesiveness, having clear role definitions and expectations, and a shared sense of purpose. Based on an average of their responses, we assign each team a “team effectiveness score”.

Our benchmark for team effectiveness is a score of 75%. In 2023, five teams met the target, three scored quite close (between 70 and 75%), indicating a team functioning quite effectively, and one scored below 70%, indicating a need for improvement but still a strong score.

“AMP’s support allows for a much greater synergy between the different parts of the team – this has led to greater efficiency and effectiveness in carrying out activities, with enormous productivity gains in terms of the time it takes for people to complete their tasks.”

— Head of Data Management Office, National Malaria Control Program, Republic of Congo (AMP Health Return on Expectations Survey, 2023)

HELPING TEAMS ACHIEVE THEIR GOALS

AMP Health strengthens leadership and management capabilities so that teams are better able to achieve their own goals. Below are a few examples of how the teams we are supporting are putting their skills into practice.



The National Malaria Control Program in Chad received the 2023 Programme Leadership Award from the Alliance for Malaria Prevention for exceptional performance in the fight against malaria. They were recognised for their meticulous planning of campaigns, exceptional partner coordination, effective execution of their malaria strategy, and the digitation of malaria data for all of Chad.



Mali's Sous-Direction des Établissements de Santé et de la Réglementation, the national team that oversees community health work in Mali, successfully engaged and coordinated partners in support of the National Health Strategic Plan. They did this by improving their planning, partner coordination, communication, and negotiation skills. The result has been significantly improved partner coordination and effective management of resources to meet the health needs in Mali.



The National Malaria Control Service of Mauritania became the first service within the Mauritanian ministry of health to be promoted to a programme after demonstrating the impact of their work and increasing their visibility within the ministry and with external partners. They were able to achieve this by improving team engagement, creating a results-oriented culture, effectively communicating with partners, and building their profile within the ministry.



In Liberia, the Ministry of Health identified a need to improve the coordination of insulin distribution in the country. AMP worked closely with the Diabetes Coordinator in the Liberia NCD team to improve communication with development partners, draft Memoranda of Understanding, and consolidate insulin data. As a result, the Ministry of Health now has oversight of insulin supplies, ensuring a more efficient and equitable distribution process. The transition from direct donor dealings with hospitals to managing insulin supplies through the Ministry of Health has contributed to a more transparent process for tracking insulin usage, types, quality, and quantity at hospitals across Liberia.



AMP HEALTH

AMP supports governments to build visionary and effective teams.

AMP Health is headquartered in Johannesburg, South Africa, where it operates under AIGSA, a Non-Profit Company.

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