

Course Announcement and Call for Applications

giz – Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Health Division

International Leadership Training (ILT) on Hospital Management

2011-2012

Deutsche Gesellschaft für Internationale Zusammenarbeit
(GIZ) GmbH
Health Division
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Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Working efficiently, effectively and in a spirit of partnership, the **Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)** supports people and societies in developing, transition and industrialised countries in shaping their own futures and improving living conditions. Established on 1 January 2011, it brings together under one roof the longstanding expertise of the Deutscher Entwicklungsdienst (DED) gGmbH (German Development Service), the Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH (German Technical Cooperation) and InWEnt – Capacity Building International, Germany. As a federally owned enterprise, we support the German Government in achieving its objectives in the field of international cooperation for sustainable development. We are also engaged in international education work around the globe. Further information: www.giz.de

Training Objectives

The training course is designed to enable leading health personnel in partner countries to become familiar with modern management instruments needed in guaranteeing effective, efficient and needs-oriented management in health care facilities. The participants are supposed to take on a multiplier role in implementing reform in the hospital sector in their own countries.

On completion of the course, participants will be able to

- understand and apply resource management concepts (personnel, finance, and material resources) and the processes and strategies needed in specific hospital sectors,
- communicate effectively and develop their leadership and teambuilding abilities,
- apply modern change management and innovation management concepts to optimise structures,

- analyse existing hospital service policies and enhance their alignment within the local and national context,
- plan and implement trainings on hospital management issues.

Target Group

The challenges ahead in the hospital sector of many countries require a minimum number of staff involved in hospital management who have looked beyond their own borders and traditions, and have the capacity of implementing reforms. Thus, the target group comprise future top-level managers in a number of facilities in the health sector. After returning to their jobs, they will not only be capable of taking on an expert and innovative management role, but play their part as centres of excellence, pools of ideas and initial contacts for the hospital management of the future. As counterparts of the GIZ capacity building programmes, target institutions should fulfil the following requirements:

- be interested in knowledge transfer and co-operation with German academic institutions and hospital,
- agree formally with GIZ on the re-integration and continued employment of trained staff at home institutions,
- become partners of GIZ for a longer period of time with the commitment of continuously improving hospital management through this partnership.

Required profile of participants

Participants are expected to be qualified young professionals (between 32 and 45 years of age) with the requisite academic background (BA, MA, advanced diploma or university degree in a field relevant to hospital work). They should be able to show relevant and practical health sector experience of at least 5 years. Their work should be related to hospital management. Candidates may work in hospitals, health administration or health bureaus or teaching or training institutions. Experience as a trainer is an asset.

Participants must have a good working knowledge of English.

Applications from female candidates are expressly encouraged.

Admission requirements

The employer of the applicant must support the advanced professional training plans of the employee and supply him/her with a written statement guaranteeing the professional reintegration after the programme. Furthermore, the support of the participant's family in his home country must be ensured during his stay during the preparatory course and in Germany. The programme is funded by the German Ministry of Economic Co-operation and Development (BMZ) and directed at participants coming from Cambodia, China, Indonesia and Vietnam. The number of participants is limited to 25 persons per year. The applicant must be physically suited for the programme and undergo a medical test.

Course outline and components

The training components consist of different training activities that are related to each other. Each module aims at a specific learning objective, enabling participants to subsequently develop the necessary comprehensive abilities.

German language course (six weeks course in Vietnam or Indonesia and 3.5 months in Germany)

Participants will be given the opportunity to gain sound proficiency of the German language and thereby enhance their professional and intercultural competence. In order to reap all gains from the stay in Germany, it is essential to achieve proficiency in the German language. It will broaden the scope of interaction with German people in general and in the professional context and allow the understanding of a different culture. The successful completion of the preparatory language course is prerequisite to acceptance in the following training units in Germany.

International management competence courses (4 weeks in total)

Three modules of management skills training (before, during and at the end of the professional training) aim at improving participants' competence in self and work organization, presentation, communication and networking, dealing with the management challenges of globalization.

Hospital management course (4 months)

The technical training course is tailor-made to fit the needs in the Asian hospital sector. The curriculum is based on a specific needs assessment but, at the same time, allows the flexibility to adjust to changing necessities and the particular needs of institutions and trainees. The curriculum includes the following topics:

- Management - basics and principles
- Human resources management
- Financial management
- Facility management
- Quality management
- Hospital information systems
- Hygiene in hospitals
- Disaster management
- Training of trainers

Work experience (3 months)

Each participant will be able to gain first-hand experience of hospital management practices in Germany. To this end, GIZ arranges for an internship in different sections of a German hospital with an emphasis on management. Participants should be prepared to acquire necessary knowledge and skills in a different work environment and afterwards adapt it to the conditions in their home countries.

Transfer project (during the whole training and after return)

A part of their application, candidates are asked to provide ideas on possible transfer projects that they plan to implement after the competition of this programme. Employers are also asked to state their support for such a project. The

transfer project is designed and further developed during the training in Germany, taking advantage of the knowledge, skills and attitudes acquired by the participants during the different training components. The scope of the transfer project guides the individual training design. The implementation of the transfer project takes place within the six months after return of the participants to their home organization. It is accompanied by course tutors and experts on the GIZ online platform: www.gc21.de/ilt-hospital-asia

Tentative Schedule

Preparation in home countries

July 2011

- Assessment Center, Hanoi

October/November 2011

- German Language Course (six weeks)
- Final Preparations Home Countries

Training in Germany

01.12.2011 – 30.11.2012

- Introduction Workshop and German Language Course (continued)
- International Management Competence I
- Hospital Management Course
- International Management Competence II
- Work Experience
- International Management Competence III, Evaluation

Transfer phase home countries

01.12.2012– 31.05.2013

- Implementation of transfer projects

This schedule may be subject to modifications.

The methods of learning

The different components, learning objectives and subjects of the course imply the use of mixed methods of learning:

- Self-determined and interactive learning:
Participants need to be conscious of their own aims and learning process. Instead of being “passive students” they actively support the training activities through their own contributions, interchange with teachers/trainers and other participants in lectures, group-work and all training activities.
- Practical project work:
Project work will be guided by experts, but requires responsible and self-reliant work and the ability to integrate into existing project teams, time schedules and working processes.
- International and intercultural character:
The international orientation of the training course additionally supports intercultural learning and interaction. Working with colleagues from different countries and cultures on a common subject favours the understanding of global thinking and “North-South and South-South co-operation”.

Scholarship

GIZ bears the costs related to the assessment workshop and German language course (food and accommodation, course fee). GIZ will grant the selected and invited participants a scholarship for the 12 months of the international leadership training in Germany. This scholarship covers course fees and materials, food and accommodation, a per diem allowance and course-related travel expenses. Travel expenses to and from the assessment centre and to and from Germany are supposed to be met by the participants or sending organisations as a contribution towards the advanced training. Exceptions may be made at the discretion of GIZ.

Admission procedure

Based on the application forms received electronically by May 2, 2011, GIZ will carry out a pre-selection. Around 40 qualified young professionals will be invited to an assessment centre in Beijing or Hanoi consisting of selection interviews and other assignments. Candidates will be interviewed in English. The best 25 participants are invited to take a German language course which concludes with a final exam. Given satisfactory results, they will be accepted as participants of the ILT Hospital Management and invited to Germany.

A medical examination is required and final admission to the programme in Germany is granted if there are no medical objections.

Application form

For registration, please fill out the application form electronically and send it back by e-mail **before May 2, 2011** to:

ilt-asia@giz.de

and a copy to

thao.pham@giz.de

Please send the original printed application form to:

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