

## **P4H Leadership for UHC program - Draft Selection Criteria Questionnaire**

**Date:**

**Expert:**

**Time and duration of interview:**

**Focus Country:**

### **COUNTRY SITUATION**

#### Category 1: Universal Health Coverage process

- 1.) In two sentences, how would you generally describe the country's status in the process towards achieving UHC?
- 2.) Who is pushing for UHC in the country? What emphasis is placed on UHC in the political agenda? What future political events/developments could have an impact (positive or negative) on this situation?
- 3.) Who is leading the process? How is different stakeholders' engagement coordinated? Would you say that the different stakeholders in the national UHC process share a common vision?
- 4.) According to you, what are the adaptive challenges/ political economy issues that need to be tackled to achieve progress towards UHC in the near future? What are the factual barriers that you deem most restraining (legislation/management/adaptive issues)?

#### Category 2: Health Financing Strategies

- 1.) Is there an official HFS adopted in the country? If not, is one being developed and what is the status of its development?

#### Category 3: Relationships

- 2.) Who are the leading actors in developing/implementing the HFS in practice? How would you rate the leadership engagement? How would you rate the level of ownership in the process?
- 3.) Has a multi-sectoral approach been adopted in the country in the framework of this process? How inclusive was the stakeholder involvement so far? What could be improved?
- 1.) According to you, how well developed are the relationships between different branches of the executive government as pertaining to the UHC process?
- 2.) How well are central Government bodies, executive and legislative, working together towards UHC?
- 3.) What is the status of relationships between the centralized and decentralized bodies who are in charge of advancing UHC?
- 4.) According to you, how well are the links between the government and the civil society

developed?

5.) What is the nature of the links between the government and the private sector?

6.) Which of these relationships do you expect to have a favourable impact on the UHC process? Where do you see the most difficulties emerging between stakeholders in the process of advancing towards UHC?

8.) Are there any specific adaptive challenges that you would preview resulting from this relationship constellation?

9.) Which relationships/processes between stakeholders could profit the most from a Leadership Programme?

### **Questions relative to the organisation of an eventual LDUHC Programme**

#### Category 1: Timing of the LDP

1.) How does the timing of the Leadership Program (April to October 2016) tie in with the UHC / Health Financing Strategy Process in your country? Are there any specific steps / dates to be kept in mind?

3.) Are there any major outside events that could affect the usefulness and success of the Programme, both positively or negatively, e.g. elections, (organisational) reforms, legislative campaigns?

#### Category 2: Language

1.) Would you expect language barriers to be a problem in engaging participants and during the duration of the programme?

2.) What other international languages/regional linguae francae, apart from English, do you deem appropriate in the context of the country?

## **PARTICIPANTS**

### **Questions on the recruitment and engagement of participants**

#### **Category 1: Possible candidates**

- 1.) According to you, who are the individuals and institutions whose role as change agents/ champions of the UHC cause in the country are of utmost importance? Among those, who are the ones with the strongest connection and commitment to UHC? Would you recommend that specific individuals or organisations take part in the LDUHC Programme?
- 2.) What is the overall state of awareness about leadership qualities/competences/issues among stakeholders?
- 3.) According to you, which would be the participants who could benefit the most from a potential LDP?
- 4.) Would you estimate that they have an active interest in leadership training? Alternatively, what efforts could be made to convince them and how much energy/engagement would be needed to achieve that?
- 5.) Would you be willing to provide the team with known and approachable contacts to facilitate the recruitment of participants?
- 6.) What would be the ideal recruitment process according to you – most appropriate, inclusive, efficient and diplomatic? Are there any formalities that the team needs to be aware of so as to ensure that this is the case?
- 7.) During and after the participants recruitment and selection, what reactions and level of agreement on potential participants do you expect on the part of different stakeholders?

#### **Category 2: Team building**

- 1.) How realistic do you rate the prospects of building a team representing multiple different sectors?
- 2.) Would you expect the work in such a team to be engaging and productive?
- 3.) What are possible benefits/tensions that you expect could arise through such a cooperation process?
- 4.) According to you, what is the likelihood that such a team stays engaged over the course of 9 months/an entire Leadership Programme?

#### **Possible fields of work during a program**

- 6.) Do you think that there are specific phases or aspects of the national UHC process that could benefit from a specialized effort on improving leadership competences? If yes, which and to what extent?
- 5.) Which aspects of the HFS process could benefit the most from a Leadership Strengthening Programme?

2.) Do you think this would be the right time for the stakeholders to invest time in leadership training?

## **DEVELOPMENT PARTNERS COOPERATION**

### **Questions**

#### Category 1: P4H Support

- 1.) How long has the P4H network been involved in the HFS/UHC process?
- 2.) How intense is that involvement: number of DPs involved, multi-sectoral engagement, presence of P4H Country Focal Point?
- 3.) What is the status of the support process? Has the advancement/cooperation been smooth or have you encountered major blockages?
- 4.) As linked to adaptive challenges that you are aware of: what are known aspects that could benefit from a LDP?
- 5.) Do you think that the LDP could be an opportunity to build more trust between DPs and country representatives? Are there any other activities that could be linked to improving the trust relationship beforehand?

#### Category 2: Interest in a Leadership Programme

- 1.) Are the development partners aware of leadership issues/of the importance of leadership competences?
- 2.) Do you think DPs would be interested in supporting the LDP and to what extent: selection of participants, attending the LDP as part of a team, following up on 'action initiatives' and results of LDP?

#### Category 3: Resources

- 1.) What DP resources are available in the country for the ongoing support of the UHC agenda?
- 2.) What space can you imagine for DPs to follow-up on the LDP and link current activities with the advancement of the newly developed/improved leadership competences?
- 3.) Is there any additional support that you think DPs could offer in order to maximize the positive impact of the LDP on the country's UHC agenda?
- 4.) What synergies do you think the team/the faculty can tap into (including vertical donors' support streams) so as to make the Programme's course and results-based elements more relevant to the current challenges?

#### Category 4: Links to other Capacity Development activities

- 1.) Do any Capacity Development activities (or their results) come to mind that could be linked to the LDP?
- 2.) What major Capacity Development interventions have been used to improve the UHC competencies in the country so far? WB (e.g. Flagship course), WHO (e.g. Barcelona course), ILO (Turin course), etc. ?

3.) Are there any knowledge networks/databases that you can think of, whose activities could be linked to the LDP? Do you think that a JLN collaboration could add value to the LDP?