Participants' Evaluation: Residential School 1 in 2nd Semester 2018
Postgraduate Certificate in Health Leadership and Management
Solomon Islands National University HRDA 2018

HUMAN RESOURCES
FOR DEVELOPMENT ALLIANCE

Participants (n=16) responses (n=15) to the following statements.

1. Relevance of Course Content

The course content is relevant to the Solomon Islands

Highly relevant	Partially Relevant	Not Relevant
15		

The course content is relevant to my role in the health services

Highly relevant	Partially Relevant	Not Relevant
15		

Examples have been provided that are….

Highly relevant	Partially Relevant	Not Relevant
15		

2. Quality of Presentations

The quality of presentations has been…

Very Clear	Unclear	Confused
15		

The course presenters' knowledge of the Solomon Islands health sector is….

Strong	Adequate	Poor
6	8	

The course presenters' understanding of the cultural factors influencing health leaders is…...

Strong	Adequate	Poor
10	5	

3. Opportunity to Participate

Opportunities to ask questions to clarify points have been…

Frequent	Limited	Rare
15		

Opportunities to comment on the materials presented have been…

Frequent	Limited	Rare
14		1

4. Provision of Guidelines

Guidelines to assist me to think about my role have been …….

Very useful	Somewhat useful	Not useful
15		

Guidelines for conducting the assignments have been ….

Clear	Unclear
15	

5. Readings and course notes

Readings and course notes are relevant to my role…..

Agree	Partially Agree	Disagree
14	1	

6. My Learning

In this first residential school I have learned….

A Lot	A bit	Not much
15		

I think this learning will help me better understand my role …..

Agree	Disagree
15	

I think this learning will help me understand the organisation better…

Agree	Disagree
15	

I think I have a better understanding of what it means to be a leader

Agree	Disagree
15	

Compiled written responses on '3 Major Lessons I am taking away'

- Knowing what influences me as a leader
- Importance of Stakeholders
- Very good understanding of how to manage j human resources
- The Kadavu Health Promotion Model
- The cyclical model of policy process
- Different leadership theory (X and Y) presented by prof. Arie
- Cause and effects tool
- Staff appraisal technique
- Systems Thinking
- Social responsibility
- Need to know NHSP 2016-20 as part of my job
- To influence health priorities
- Systems thinking factors influencing performance
- Leadership is showing the way – directional
- Management is guiding team to achieve goals
- Function precedes structure – must be clear of what the roles are before structure
- The importance of understanding the context
- Social responsibility produces greater impact
- What affects people's motivation varies with the social environment
- Understand the different policies related to our service - developing horizontal policy
- Developing partnerships (e.g. Kadavu Project)
- Strategy's association with motivation setting clear objectives so staff understand and act accordingly
- Culture and social responsibility
- Linking with community stakeholders for community projects
- Managing human resources – ethics and motivation at the workplace
- Problem Tree
- Hr leadership and management functions
- Linkages with partners and government systems
- Identify and understand stakeholders
- Understand culture, ethics and social responsibility
- Managing HR issues and how to solve them
- Cultural factors that affect health seeking behaviour

- Keys to building a good team
- Ethics and social responsibility
- Understanding the structure of the organisation
- Identify issues and challenges that affect performance
- Map variables and confirm diagnosis
- I can make policies in my workplace within the framework of existing policies
- As a manager I have the responsibility for capacity building
- Ethics of health services
- How to solve a problem with cause and effects mapping
- Leadership is finding a way to improve what we commonly do
- Understand better how the health system in SI functions
- Understand better leadership skills
- Better understand how to analyse problems

Compiled written comments for 'doing things differently next time'

- How things (were) done was fine
- Ministry must communicate training package to students
- This type of teaching the involves interacting between facilitator and students is very good
- I really understand what I should do
- More information on what we should expect beforehand
- Is there an allowance to support implementation of the major project?
- More group exercises to share experiences
- Have timetable ready prior to course commencement
- Generally, the course is well presented and relevant to aspiring leaders
- More discussion after each topic
- Better access to the internet and library resources to enhance learning
- So far so good but get more local speakers relevant to our context
- Do case studies on issues of learning
- Keep the cause and effect approach
- One more week
- Resources ready one week before commencement - notes, computers and allowances
- Venue is hot so find a more conducive environment for learning
- More practical exercises
- Coaching on writing skills
- Research and survey development
- Bring a provincial government presenter and a public service presenter
- Management for different settings

Verbal Evaluation Feedback in Group. What did I learn to take away from the study weeks?

- There is no clear organisational structure in MHMS
- Understand function first before structure developed
- 4 key areas for teamwork Roles Goals Procedures and Relationships
- All team members need to be clear of above and accept them
- The importance of culture in the organisation and social responsibility
- Ethic, morals and need for leader to apply them in their work
- Managing HR – seeing staff members as human beings with complex needs

- Strategic thinking – short- and long-term goals
- Understanding the health system – linking stakeholder, govts etc – all parts of the system are related, and the relationship needs work
- We can stand our ground as a leader
- Problem solving – looking at causes and effects – focus on point you want to address
- Guidelines on how to think about and manage a major project
- Leaders need to find a way to improve what we commonly do
- Communities making decisions within their own context
- Factors influencing performance structure, culture, people and technology – all interrelated
- Role play – don't start with criticism – let people bring up the issues
- Need for developing horizontal policy
- Know more about strategic document
- Involve people in prioritizing activities
- Understanding stakeholder needs and concerns
- HR systems – entry and exit levels – during work give supervision and when leaving include respect them
- Analysing problems
- Why I am in my job
- Knowing why we are here (why do we exits) what value do we add
- Whatever we do has to be linked to higher policy and strategy

What could be done differently next time?

- Seating arrangements for group discussions
- Access to more regulations
- Go through what is on the USB
- Invite provincial government link – invite a speaker
- Invite stakeholders to hear presentations of major projects