



# HR Leadership for Supply Chain Managers

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## Background

Supply chain management requires dedicated and competent immunization supply chain leaders with adequate numbers of skilled, accountable, motivated and empowered personnel at all levels of the health system to overcome existing and emerging challenges. The Vaccine Alliance will support countries to hire and strengthen supply chain managers by providing access to training.

A landscape analysis completed last year revealed a gap in both technical and general management competencies among health supply chain leaders. This same analysis determined that while sufficient technical competency training is available, there is insufficient availability of general leadership competency training.

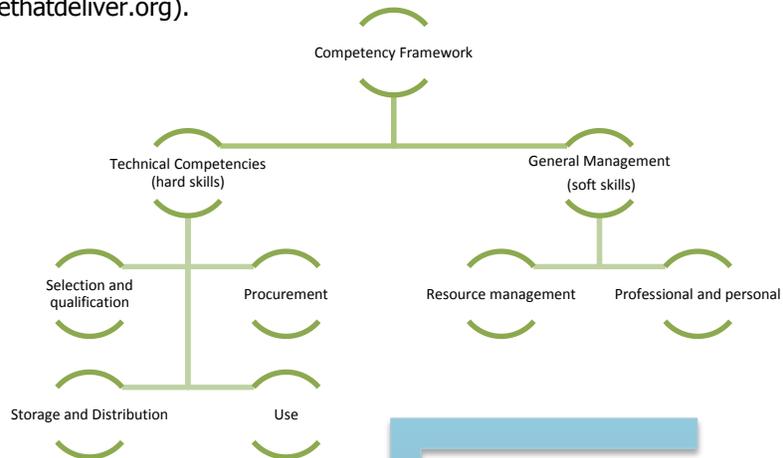
Recognizing that the private sector is a valuable source for leadership development, Gavi has entered into an innovative public-private relationship with UPS to produce a leadership development program providing health supply chain management professionals and decision makers with core leadership and management skills.

Programme content will be built around the general leadership competencies detailed in People that Deliver's *PtD Health Supply Chain Competency Framework for Managers and Leaders* (published April, 2015 on peoplethatdeliver.org).

## Forward Story

STEP will provide a continuous learning experience utilizing a blend of instructor-led classroom sessions and distance learning assignments, with activity and mentorship opportunities.

STEP will provide instruction in People Management, Problem Solving, Communication, Project Management and Professional Development competencies.



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### Activity and Mentorship

- Running concurrently with the Distance Learning phase, participants will be paired with a private sector subject matter expert mentor. The mentor will be responsible for overseeing the DL progress of the participant and will provide consultation and guidance.
- The participant will be required to work on an activity during this phase of the programme. The activity should relate to their daily job and be focused on improvement of an area of their job. The mentor will oversee this process.

### Instructor-led

- Target audience--Health Supply Chain Leaders who determine strategy, set policy and oversee immunization supply chain networks
- Competency focus areas during this phase of the programme will be People Management and Communication
- Duration 3-4 days

### Distance Learning

- Computer based training delivered by DVD or internet
- Competency focus areas during this phase of the programme will be Problem Solving and Project Management
- Duration 3-6 months

This poster was produced by Micaela Neumann (Gavi). Authors can be contacted at the following email addresses:

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