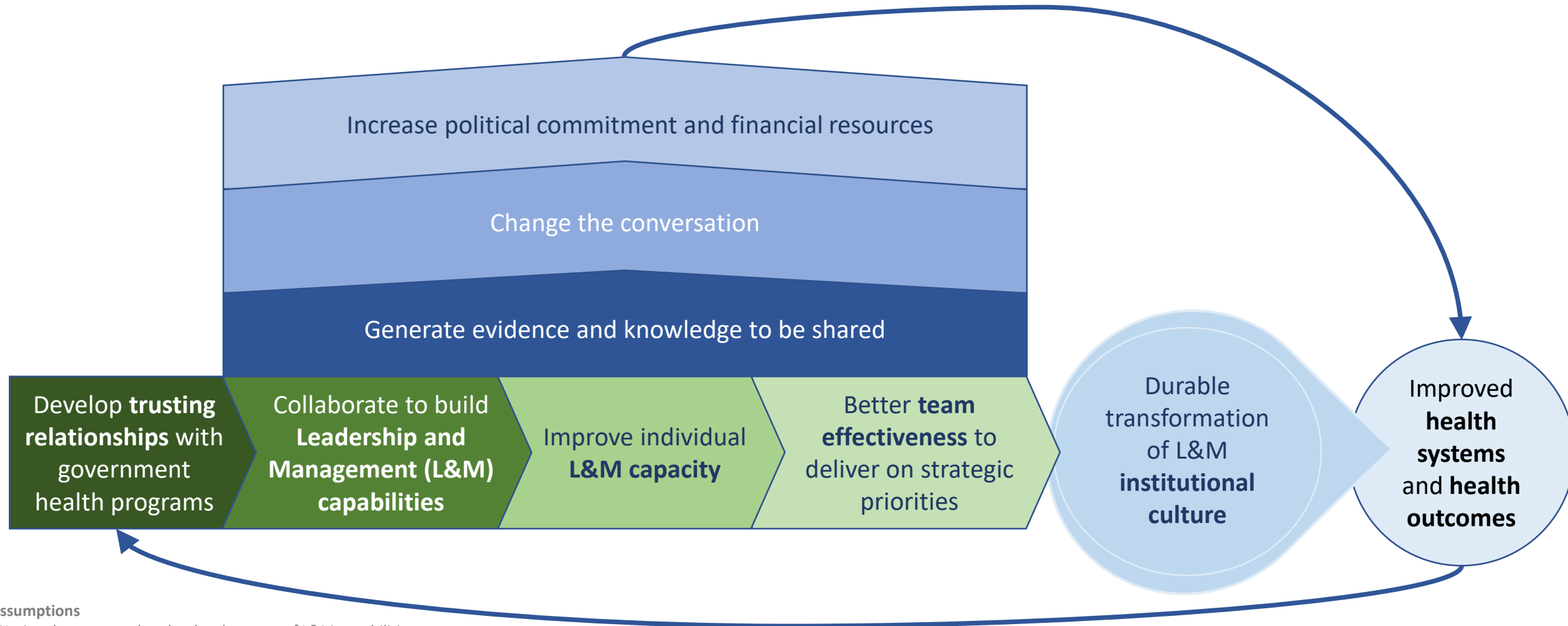


AMP HEALTH THEORY OF CHANGE



Assumptions

- National partners value the development of L&M capabilities
- Training & coaching will result in improved knowledge, skills and behavioral change
- National partners use competency-based approaches for human-resource planning (see Fig1, Traicoff et al, 2019)
- Management matters for better PHC delivery***
- Leadership skills are complementary to management and support PHC strengthening***
- Middle managers play an important role as change intermediaries because they interface between an organization's senior managers and the front line employees*
- The effectiveness and success of any health program depend on the presence of several conditions not specific to the program itself, including good governance, social and political stability, and basic national infrastructure (for example, information technology, laboratory systems, and effective fiscal and human resources management).

*** Strong supporting evidence* Moderate supportive evidence (Source:<http://uwstartcenter.org/projects/performance-management-and-accountability/>)