



2024

ANNUAL REPORT



AMP HEALTH

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“There have been huge improvements since the beginning of this assistance from AMP, especially in terms of teamwork and external and internal communication. AMP’s support allows for a much greater synergy between the teams and greater efficiency and effectiveness in carrying out the tasks.

This has led to enormous productivity gains in terms of the time it takes for the teams to get things done. To date, I am entirely satisfied with the support of AMP Health.”

*Massaka Mireille Gambicky  
Head of Data Management Office, National Malaria  
Control Program, Republic of Congo*

# A NOTE FROM OUR DIRECTOR

Although many of us at AMP Health still sometimes think of ourselves as a small organisation, I was surprised to recently learn that since our inception in 2015, we have partnered with 27 health teams across 15 countries and have reached more than 700 individuals. In 2023 alone, we supported 14 partner teams across 11 countries, working in three languages across eight different programmatic areas: community health; health innovation; immunisations; malaria; non-communicable diseases (NCDs); reproductive, maternal, neonatal, and child health; regional systems strengthening; and tuberculosis.

We have also increased our depth of engagement in selected countries. In the Central African Republic, where the Minister of Health views leadership and management skills as indispensable for achieving their strategic goals, we are partnering with four teams: immunisation, malaria, tuberculosis, and soon reproductive health. In Ghana, we previously supported a community health team, and we currently support a Country Innovation Platform in collaboration with USAID and Grand Challenges Canada, along with the development of health leadership capacity in the country's six newest regions.

The impact of our partnerships remains profoundly motivating for us. In 2023, 100% of senior ministry officials from our partner teams said that AMP Health had either met or exceeded their expectations; 100% of team leads said that partnering with AMP Health had enabled their teams to achieve their goals more effectively; 90% of teams achieved at least two-thirds of the partnership objectives they set for themselves; and 90% of teams received a team effectiveness score of more than 70% (our internal benchmark).



And yet, despite the clear impact of our work and the constantly rising demand from our government partners across Africa, funding remains a bottleneck. In a LinkedIn article I published in February about pandemic preparedness and response, I invoked The Hitchhiker's Guide to the Galaxy series and its author, Douglas Adams, who invented the concept of Somebody Else's Problem (an SEP) as something we cannot see, or do not see, or our brain does not let us see, because we think that it's somebody else's problem. While the majority of potential funders to whom we speak acknowledge that leadership and management are important, it appears to be an SEP for many if not most of these organisations. We remain very grateful to the funders of AMP who do see these issues as their problem too!

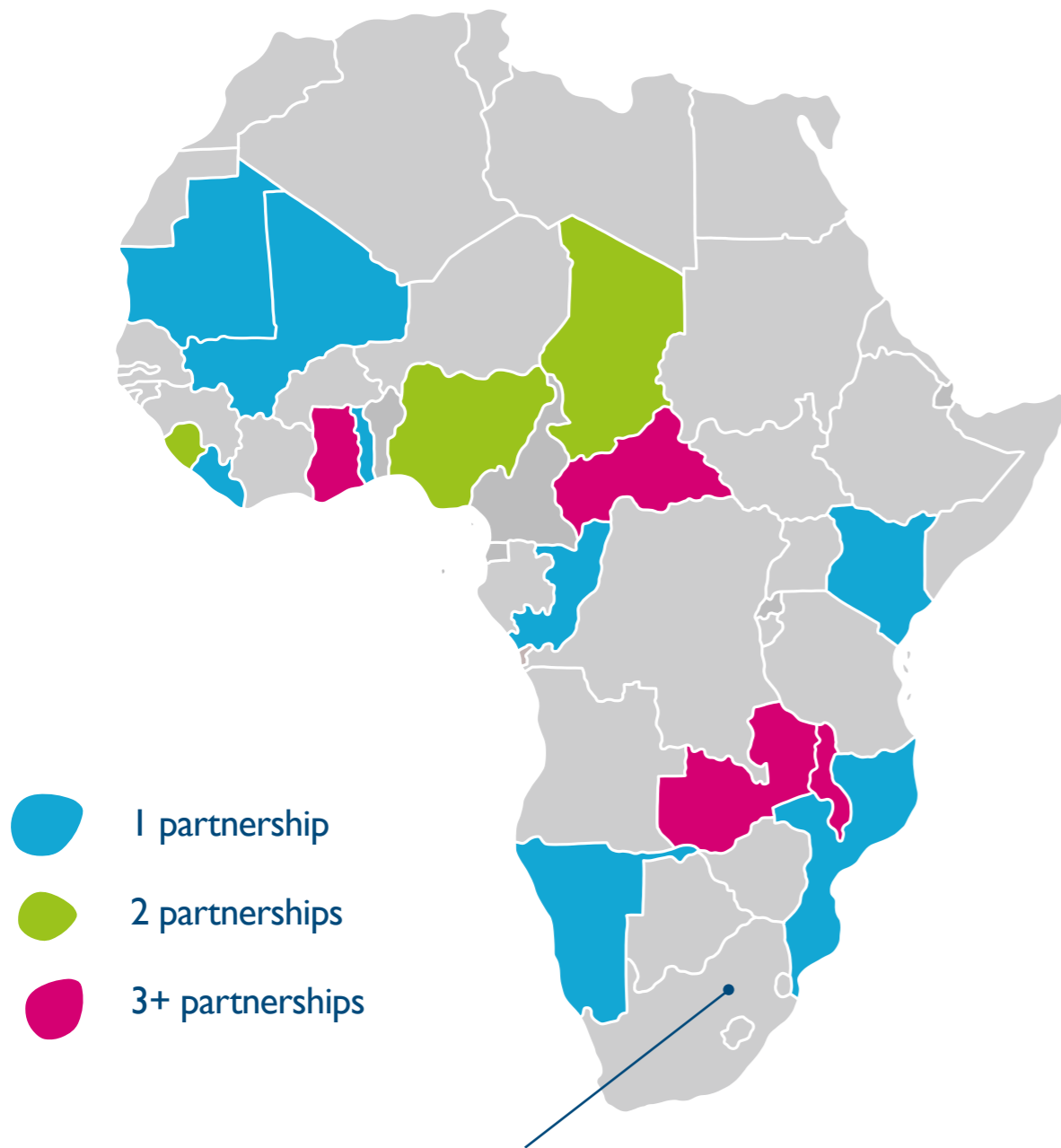
Late last year, the AMP Health Board approved a refreshed strategy for AMP Health from 2024 to 2030. While not a radical departure from the previous strategy, which guided us through rapid expansion and demonstrated that the AMP model was effective and impactful, it does broaden our vision to a world where governments and societies prioritise, promote, and protect the health and wellbeing of people and the planet.

The new strategy also emphasises the importance of AMP Health supporting governments in multisectoral work, such as the intersection of health with agriculture, climate and environment, education, finance, and youth, to address complex problems and build resilient societies. Finally, we are committed to doing more to help our partner teams continue their leadership and management journeys beyond the phase of the embedded Management Partner.

As we look ahead to the next year, we remain excited about the opportunity to continue supporting public sector teams across Africa to build the collective skill sets that they need to reach their Sustainable Development Goals.

# PARTNERSHIPS TO DATE

AMP Health has increased its depth of engagement in several countries. By partnering across multiple programmatic areas, we can better support ministries of health to strengthen leadership and management practices, and sustainably transform their institutional cultures. Since 2015 AMP Health has partnered with 27 health teams, working across 15 countries.



AMP HEALTH is headquartered in Johannesburg, South Africa



# RESULTS AND IMPACT

14

partner teams supported in 11 African countries

29

training sessions with teams, MPs, and AMP Global

3

languages: English, French, Portuguese

8

programmatic areas: community health; EPI; health innovation; NCDs; malaria; reproductive, maternal, neonatal, and child health; regional systems strengthening, tuberculosis

100%

Senior ministry officials from our partner teams who say that AMP Health has either met or exceeded their expectations as a partner

100%

Team leads who say that partnering with AMP Health has enabled their teams to achieve their goals more effectively

90%

Teams that achieved at least two-thirds of the partnership objectives that they set for themselves in 2023

90%

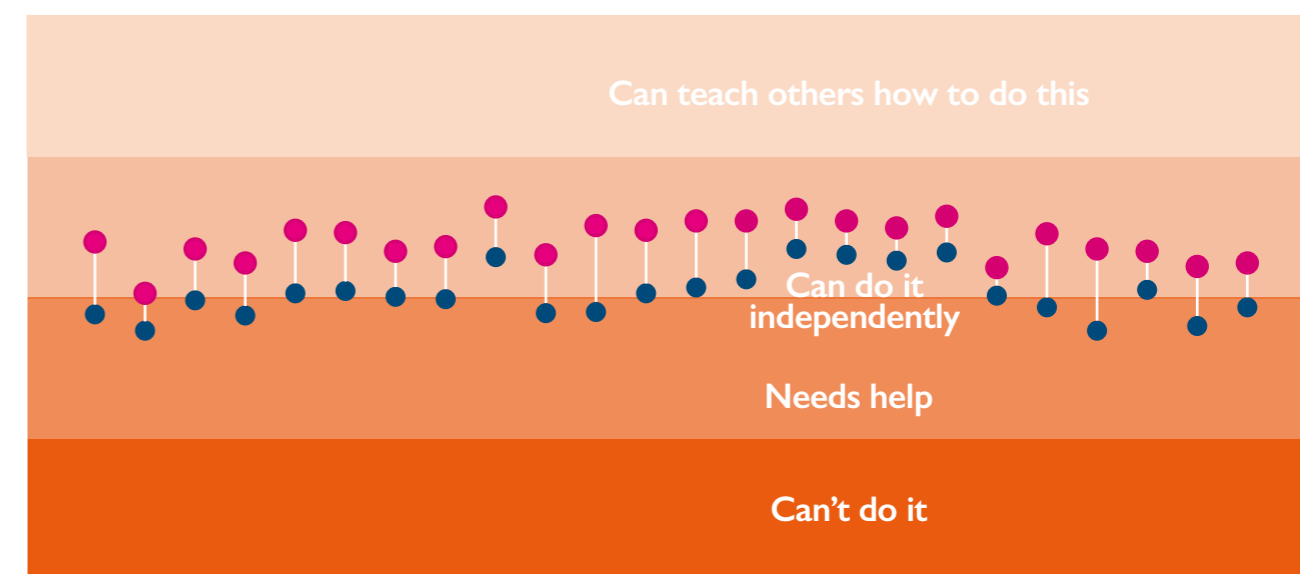
Teams that received a team effectiveness score of more than 70% in 2023

“Thanks to the support of AMP Health, today we are much more organised and the strong results are a great gain, notably in terms of teams work effectiveness and time management for the activities and tasks we are leading. We hope that AMP Health will stay with us because the needs in Mauritania are numerous and we feel that with them we will go as far as possible.”

*Team member*

*Malaria Control Department, Ministry of Health, Islamic Republic of Mauritania*

## IMPROVING INDIVIDUAL L&M CAPABILITIES



● Final ● Baseline

Of the 26 leadership and management competencies that we track, we see improvements across all skills over time. On average, individual team members show improvement in 13 skills during their time working with AMP.

# THE ROAD TO 2030: INTRODUCING AMP HEALTH'S REFRESHED STRATEGY

As we embark on the next phase of our journey at AMP Health, we stand at a pivotal moment of reflection and renewal. The conclusion of our previous five-year strategic period has prompted us to reassess our approach, aligning it with the global imperative set forth by the United Nations' 2030 Agenda and its Sustainable Development Goals.

Recognising the interconnected nature of today's challenges, our updated strategy looks beyond primary healthcare alone and makes way for an intersectional approach by prioritising, promoting, and protecting the health and wellbeing of people *and* the planet.

As countries grapple with the impact of climate change, governments will need to look toward their central role in building resilient societies, and to do so requires the collaboration of different sectors. This compels us to examine other issues that intersect with healthcare and lend our support to the dismantling of siloes within and across sectors such as agriculture, education, youth, and the environment.

We recognise that healthcare is a broader concept than the sum total of individual programmatic areas of health, and that many solutions to healthcare issues lie outside the scope of ministries of health, thereby highlighting the importance of intersectionality.

Our mission has also undergone a significant change, moving away from a sole focus on improving health outcomes, to one that is dedicated to supporting African governments to build visionary and effective public sector teams. AMP Health aims to accomplish this by helping these teams develop the leadership and management skills needed to realise ambitious goals.

Central to our approach are core principles of African focus, transparency, collaboration, agility, and intersectionality. These principles underpin every facet of our work, ensuring that our actions are aligned with the best interests of our government partners and the communities they serve.

The last five years have demonstrated that our model works and that mentorship and coaching of teams – particularly embedded mentorship and coaching – yields extraordinary results in

improving teams' abilities to achieve their goals.

With this success in mind, our strategic goals have been largely retained but with amendments that reflect our new approach. While embedded coaching and mentoring remains integral to our model, we also recognise the importance of fostering a culture of continuous learning and knowledge sharing beyond the initial phase of support. To this end, we are reallocating resources to prioritise sustainability planning from the outset of our engagements, catalysing enduring change within public sector teams.

By equipping public sector teams with leadership and management skills, we are laying the groundwork for transformative change in the health sector and beyond. As we forge ahead, our focus remains steadfast on building capacity and fostering collaboration for countries to achieve their Sustainable Development Goals. Together with our partners, we are shaping a future where resilient and visionary public sector teams propel Africa towards an even brighter, more sustainable tomorrow.

To view our 2024-2030 strategy in full, click [here](#).



# STORIES FROM OUR PARTNER TEAMS

## Supporting Ghana's ambitious plans to lower maternal mortality rates through local innovation

Ghana's maternal mortality rate has experienced a sustained [downward trend](#) in recent decades, with its 2015 ratio down to 319 per 100,000 live births from 760 in 1990. Despite these successes, progress has slowed and last year showed a slight increase, prompting the need for additional solutions if Ghana is to meet its commitment to the UN's 2030 Sustainable Development Goal (SDG) of fewer than 70 deaths per 100,000 live births.

In our [2023 annual report](#), we announced a new partnership between the Ghana Health Service (GHS), USAID, Grand Challenges Canada (GCC), and AMP Health known as the Country Innovation Platform (CIP). Its aim is to improve maternal and newborn health (MNH) outcomes by identifying and investing in African innovations tailored to local needs.

African countries are often compelled to adapt innovations from elsewhere around the globe that are ill-suited to local contexts. The CIP stakeholders entered the co-creation workshop aware that the best solutions to Ghana's healthcare issues were more likely to be found in local ideas and innovations.

The CIP kicked off with a co-creation workshop, co-designed and co-facilitated by AMP Health and its partners, and brought together public and private sector representatives, along with other stakeholders such as funders and innovators. This workshop helped build trust, prompted collaboration and thought sharing between stakeholders, and resulted in the identification of high priority maternal and newborn health needs that would guide the selection criteria when evaluating innovations. Four outcome goals emerged. These are:

1. **Improved communication and real-time tracking of information** along the patient referral journey for mothers and newborns
2. **Increased accessibility and availability of transport** for pregnant women and mothers of newborns who need to reach health facilities, especially in emergencies

3. **Improved skills of healthcare workers** to deliver high quality emergency care for mothers and their newborns
4. **Increased availability of essential medicines and supplies** for mothers and newborns when needed

Following the two-month co-creation process starting in February 2023, a request for proposals was issued, seeking the ingenuity of innovators and thought leaders from across Africa. Over the following months, more than 135 proposals were received, of which eight were selected after a screening process. Negotiations are currently being finalised with the selected candidates ahead of the roll-out of the pilot period.

AMP Health's Management Partner in Ghana, Chioma Ogbozor, has been embedded in the GHS to support the establishment of the CIP by providing ongoing training and direct mentorship to team leads and team members who have not held leadership positions before. She has also been guiding the team on building relationships between stakeholders, developing project management skills, and coaching the team to convene discussions and set agendas, thereby minimising delays and improving efficiencies.

To ensure the continued identification of potential innovations in the health sector, Chioma coached the team through the steps needed to establish an innovation desk, and in the selection process of team members to staff the desk. This centralised hub now acts as the first point of contact for guidance, collaboration, and expertise in healthcare innovation.

The CIP has reshaped Ghana's approach to health innovation by departing from current global healthcare innovation norms, which have to date largely been led by funders and international partners. This novel approach has ensured the GHS remains the key decision-maker, places local partners at the forefront of the innovation process, and seeks appropriate solutions to country-specific issues through multisectoral collaboration.

The CIP not only aims to address the healthcare challenges faced by the GHS, mothers, and their newborns, but also acts as an innovation process model that can be replicated to address similar challenges elsewhere on the continent, while simultaneously fostering growth through investment in African health innovators.



# Institutionalising leadership and management development for sustainable change

When we start a partnership with a public sector team, we aim to help them improve as managers and leaders. This will help them achieve their goals. But our goal is bigger. We want to bring about systemic change at an institutional level. Recently, we have been partnering with senior levels of public health institutions to find ways that we can not only support individual teams to work together more effectively, but also encourage long-term government investments in developing leadership and management (L&M) skills.

In Ghana and Zambia, we have been working closely with senior health officials to support them in conceptualising ways in which they might institute their own L&M programmes and catalyse investment in these crucial skills. These investments will contribute to more effective public sector institutions that are better able to achieve their own goals and serve their communities.

## Ghana

In February 2024, the Ghana Health Service (GHS) launched a new learning institute designed to improve L&M skills through world-class education and mentoring. The Ghana Health Service Institute (GHSI) is housed within the GHS and supports all levels of the service. Its establishment shows an intrinsic understanding of the importance of effective teams and the impact that L&M skills development can have when institutionalised.

AMP Health has been a trusted partner of the GHS for six years. Our first Management Partner was embedded in the GHS's Policy, Planning, Monitoring and Evaluation Division (PPMED) in 2018. This team found the mentoring and coaching they received so useful that they created opportunities to share their learning with others at the GHS. The PPMED did so by hosting learning sessions with senior leaders, conducting training with regional teams, and creating a community of practice focused on bringing together GHS staff and other health sector stakeholders. This community of practice continues to grow and remain active to this day, with monthly online learning workshops that attract a diverse set of key stakeholders from across the health sector.

Since then, the GHS has requested two additional AMP partnerships, one to develop regional health leadership in Ghana's six newest regions, and another to support the establishment of a Country Innovation Platform that will identify promising health innovations and aim to scale them up across the country. Given our experience working with multiple teams in the GHS to strengthen L&M skills, we have also acted as a thought partner to senior health officials on the approach taken by the GHSI.

The Director-General of the GHS, Dr Patrick Kuma-Aboagye, spearheaded the establishment of the GHSI. His Deputy Director-General, Dr Anthony Ofori, advocated for the integration

of a mentoring model, influenced by his positive experiences with AMP Health. Consequently, AMP Health was engaged to contribute to the institute's design and approach. AMP Health remains involved with the GHS in shaping the GHSI strategy. We are excited to see the launch of their first service-wide programme for mid-level managers in late 2024.



## Zambia

AMP Health has been a key partner to the Global Financing Facility's Country Leadership Programme (CLP). The CLP brings together senior leaders from the Ministry of Health (MoH), academic institutions, non-governmental organisations, and the private sector. The goal of the CLP is to support governments receiving GFF funds to improve their coordination and leadership to address health system challenges that impact reproductive, neonatal, maternal, and child health. Having successfully supported the CLP team in Nigeria from 2022 to 2023, AMP was asked to be part of the programme in Zambia.

During the kickoff leadership workshop for the Zambia CLP, participants identified the institutionalisation of L&M development for the health sector as a key priority. The participants organised into three multi-sectoral working groups. The groups were named after the Luena, Lukulu, and Lunzua rivers in Zambia. Each group was tasked with a different component of the institutionalisation plan.

The Lunzua group focused on the development of a standardised L&M curriculum, with the aim of including this into existing training for health workers and civil servants. Meanwhile, the Lukulu group focused on managing relationships with training institutions such as universities to secure



their buy-in and ensure that the new curriculum could be incorporated into existing courses. Lastly, the Luena group were tasked with finding ways to reach existing health workers and develop their L&M skills on the job as part of the MoH's staff engagement efforts.

Since then, two training institutions, the National School of Government and Lusaka Apex Medical University, have committed to leading the curriculum development process. Once this curriculum has been finalised, it will be rolled out through universities, nursing colleges, and other public health training institutes throughout the country.

Throughout this process, AMP Health has played a key coaching, mentoring and facilitation role, guiding the working groups to develop strategies, define roles and responsibilities, and effectively communicate with key stakeholders.

What started out as a programme for a small group of leaders to build their L&M skills, has now turned into a system-wide transformation project with broad support from senior officials within the MoH. The Assistant Director of Human Development in the MoH and the Director of the National School of Government both sit on the secretariat for this institutionalisation project and are actively taking steps towards making the new curriculum a reality.

In Ghana and Zambia, the government has embraced the transformational power of investing in L&M development within public sector teams. By institutionalising these efforts, both countries are not only enhancing their immediate capabilities, but also laying the groundwork for long-term systemic change. Ghana's GHSI demonstrates a deep-rooted dedication to building effective teams while Zambia's collaborative approach to integrating L&M training into existing structures shows how to make effective and efficient use of available resources. As these countries continue to invest in enhancing the L&M capacities of public sector teams, they serve as models for other countries on how investing in people is synonymous with investing in progress.



## Building a community of leaders: AMP's first French Leadership Lab

The power of peer learning and its ability to foster development was notable in May 2023 when we brought together leaders from our French-speaking partner teams for an intensive three-day event. This marked a significant milestone as it was the first time AMP Health conducted a Leadership Lab in French. A group of 12 passionate team leads and their deputies from the Ministry of Health teams in Chad, Mali, Mauritania, the Republic of the Congo, and Togo gathered in Dakar, Senegal, to collaborate, explore their leadership styles, and create a productive space for knowledge sharing and reflection.

With the expansion of the number of French-speaking teams we partner with, from one in 2020 to six today, we saw the need to offer our partner teams a unique opportunity where they could work with other leaders at their level, share experiences, and enhance their leadership skillsets. Unlike many training events that primarily focus on technical and field-specific topics, our Leadership Lab stood out by creating an environment for engaging discussions focused on how to lead and manage differently during an era of unprecedented challenges and novel opportunities.

The team from Togo, who are now in the sustainability phase of our partnership, participated in the Leadership Lab not only as delegates but also as teachers and mentors. The Togo team lead shared valuable lessons from his experience working with AMP. He said that he had improved his coaching skills which allowed him to better develop his team so they could take on more responsibility for day-to-day operational activities, freeing him up to spend time on advocacy, stakeholder management, and strategic thinking.

He encouraged other leaders at the Lab to be less hierarchical and to trust their teams with tasks. Adopting this approach allowed him to focus on addressing bottlenecks and making workflows more efficient for his team while championing their work at senior levels of the ministry and with external partners. The enthusiasm he showed when telling his story was infectious and led to other participants thinking differently about their role as leaders.

Over the course of our journey working alongside ministry of health teams, we have observed that team leaders often lack peers to consult with about their specific leadership challenges, and don't always feel comfortable opening up in front of their line reports. Additionally, they rarely find time for the self-reflection needed to refine and improve their leadership styles and management behaviours.

Being in the presence of their peers at the Leadership Lab created an environment and sense of camaraderie that enabled team leads to share their experiences openly and honestly while allowing them to learn from each other. Throughout the three days, participants embraced AMP's core approach to leadership and management development by focusing on experiential learning, emphasising the value of applying skills in a real-world situation, and creating opportunities for reflection and improvement.

One example of this was when participants practiced coaching in pairs in front of their peers to gain feedback on their coaching style. While many participants found this experience uncomfortable to begin with, they later admitted that it was extremely valuable in drawing their attention to the types of coaching questions they could ask, and how they might improve as leaders.

Klara Michal, AMP Health's Director of Learning, noted: "It's about fostering a learning environment that allows people to share, be vulnerable, and practice new ways of working and being. It's also about building bonds and creating a sense of community so that they have others they can reach out to for guidance and support. We know that behaviour change takes time and it can be challenging to observe immediate differences, but what was heartening to hear was that after the event, teams started seeing notable positive changes in their leaders' approach. Team leads have become more reflective. They are also delegating to a greater extent and asking more questions, demonstrating a thoughtful and inquisitive mindset."

This first French Leadership Lab has contributed not only to strengthening the leadership skills of the participants, but in building a community of leaders in public health who want to lead differently in systems that are often hierarchical and traditional in their approach. We have replicated this experience with our English and Portuguese-speaking teams, and given the success of this event, will be hosting another Lab for our French-speaking partners in 2024. As one participant said, "We don't get to go to workshops like this which are held in French, and after all the technical and presentation-heavy conferences I've gone to, this experience was a breath of fresh air – please do it again!"



"I have gained a lot from these L&M training sessions. Everything no longer revolves around the team lead, staff take initiative, and they come back to me if they are experiencing difficulties. I now have a tight-knit team and this team spirit facilitates my work by allowing me to delegate since there are many requests from other health divisions."

*Dr. Abdoukarim Naba  
DSCPA lead, Ministry of Health, Public Hygiene and Universal Access to Care, Togo*

## Transitioning to sustainability: peer-to-peer learning with Liberia, Malawi, and Mozambique's NCD teams

AMP Health has partnered with three non-communicable diseases (NCD) teams since late 2021 with the support of the Helmsley Charitable Trust. In addition to the AMP MP's embedded support, this partnership has brought the national NCD teams from Liberia, Malawi, and Mozambique together several times over the last three years to strengthen their leadership and management capabilities in a peer-to-peer learning environment.

While the teams have kept in touch, unprompted, since the first Leadership Lab, the final Lab displayed a marked commitment to ongoing learning beyond the MP's full-time, embedded support. Held in Nairobi in February 2024, its collaborative, multi-lingual environment highlighted the power of cross-country, African-led learning.

The teams charted their way forward by setting sustainability objectives, committing to bi-annual virtual knowledge exchange workshops with each other, and planning regular in-country sessions designed to cascade national learnings to regional and district levels.

### Day one:

Teams created a joint timeline of their two-year journey with AMP, acknowledging challenges and external forces, but also highlighting their agency to meet them with innovation and resilience.

The participants plotted their key successes and learnings against the timeline, both as teams and individuals. This exercise in appreciative inquiry, designed to encourage self-determined change, set the teams up to envision the next stage in their learning journey.

### Day two:

With the second day's theme being 'learning in community', each team brought a current challenge they were facing and received thoughtful input and potential solutions from mixed groups of their cross-country peers. It was a powerful illustration of the potential for cross-team learning and sharing and stimulated a desire for ongoing dialogue between the teams. They agreed to hold two online forums in the remainder of the year organised by nominated learning champions.

### Day three:

Teams drafted their sustainability objectives using SMART criteria which concretised their vision and commitment to ongoing learning. They also developed a learning action plan and nominated learning champions to keep the momentum going and nudge the team to achieve their objectives. Although the teams will drive initiatives to achieve these objectives, AMP will be on hand to provide support as required.

### NCD Lab: reflections and resolutions

During the three-day lab, the teams:

- Reviewed their learnings and successes of the past two years, integrated and synthesised their key takeaways, and identified the most valuable learning habits and activities to nurture for ongoing growth
- Experienced the value and joy of learning in a community of peers through a mixed group problem-solving approach, and committed to ongoing cross-team dialogue and information-sharing
- Drafted sustainability objectives for their team such as SMART learning goals to ensure that their learning and growth continued after their MPs transitioned out of the team
- Nominated learning champions from each team to ensure their sustainability objectives would be met and to co-ordinate cross-team activities

A striking feature of the workshop was the equitable participation of English and Portuguese speakers, with the help of simultaneous translators and sessions designed to support multilingual active learning and participation. Energy levels stayed high throughout as participants worked in their country teams and in mixed groups to analyse cases, share solutions, and draft their sustainability objectives.

By reinforcing the learning and management skills acquired in the previous years, encouraging reflection and goal setting, and laying the foundation for cross-border collaboration and ongoing learning, the NCD Lab has proven to be an important step toward sustainability for all countries involved, paving the way for systemic change.

“As a result of the support provided by AMP Health, staff have become more knowledgeable and motivated. People understand their roles better and are more engaged with each other and stakeholders and partners. We recently applied to the WHO for support to implement our strategic plan. We knew there were many applicants from other countries, so it was a great achievement when ours was accepted.”

*Dr Anthony M. Tucker*

*Director, Non-Communicable Diseases Division, Ministry of Health, Liberia*



# CELEBRATING CONTINUED SUCCESS IN FIVE NATIONAL MALARIA PROGRAMMES

In our previous annual report, we mentioned our partnership with National Malaria Programmes (NMP) in the Central African Republic (CAR), Chad, Mauritania, Namibia, and the Republic of the Congo, made possible thanks to resources provided by USAID through the Sustaining Technical and Analytic Resources project. AMP Health's Management Partners (MPs) support the NMPs' ambitious objectives by working with the team on goal setting and the skills needed for successful grant application (from project scoping and budgeting to delegation, time management, and project management). AMP has also been providing tailored on-the-job training and hosting in-country workshops for the senior leadership team.

In line with our dedication to the success of teams beyond the embedded phase of support, our role has shifted increasingly toward facilitating the institutionalisation of leadership and management skills and driving change well into the future. Following the success of our partnerships with various NMPs, several countries have requested a continuation of support beyond the initial partnership period, and in some countries other teams have also requested partnership with AMP Health.



## Central African Republic: strengthening leadership, resilience, and data access

Building on the growth of managerial and strategic planning skills gained by the NMP team in the previous year, we facilitated the strengthening of the NMP team's capabilities in effectively engaging stakeholders and partners, as well as streamlining internal team coordination, collaboration, and transparent communication for the preparation of grant proposals. This effort ensured the team's timely submission of a high-quality comprehensive grant application to the Global Fund to Fight AIDS, Tuberculosis and Malaria (GF) for Cycle 7 (with the GF serving as a critical partner in providing financial support to CAR's malaria program). The CAR team's application was approved and awarded in October 2023.

The MP also coached the team through operational uncertainties caused by the national referendum campaign which enhanced their resilience and problem-solving skills. The CAR team faced challenges with data quality and accessibility due to fragmented systems and incomplete data, hindering informed decision making and resource allocation. To address this, the MP engaged with the team to promote the value of quality data, facilitating discussions with stakeholders to improve data governance and integration, leading to substantial progress and enhancing the team's capacity for evidence-based decision-making and program management.

2023 team size: 15 | 2024 team size: 15



## Chad: navigating complexity

Chad's NMP team achieved significant milestones in the year, most notably the thorough drafting of its National Strategic Plan (crucial to its ability to apply for funding from the GF) and the successful resolution of fund disbursement delays and other grant implementation bottlenecks. The MP contributed to the support of the NMP team by facilitating discussions among stakeholders, promoting regular coordination meetings both within the team and with partners, and implementing tracking mechanisms to monitor progress.

This in turn led to improved activity execution, with the team effectively carrying out the seasonal malaria chemoprevention campaign and long-lasting insecticidal nets campaign. The digitisation pilot project of both campaigns was also completed according to schedule. The NMP team's significant achievements and the importance of effective leadership did not go unnoticed, with the Alliance for Malaria Prevention awarding the team leader the Samuel Juana Smith Leadership Award.

The enhancements made to the NMP team's ability to communicate promptly and transparently, resolve conflicts, and restructure strategically have cultivated a more cohesive and productive working environment, enabling the team to effectively achieve many of the goals they had set for themselves. We believe that the Chad NMP team has made sufficient progress to transition to the sustainability phase of AMP Health's support, which commenced in January 2024 after the end of the MP's tenure in December 2023.

2023 team size: 40 | 2024 team size: 45



## Mauritania: steering through transitions and growth

Mauritania's National Malaria Service team gained eight team members in the last year and was elevated to a fully-fledged NMP, paving the way for increased responsibility and greater resources for the team to conduct its work. Amid rapid team expansion, the MP supported the NMP team in refining the onboarding process. This included promoting the dissemination of the program's vision, mission, and essential documents to new team members; ensuring their comprehensive understanding of this vision and mission; and assisting team leaders with their approach to efficient task delegation. In addition, the MP worked closely with the team on their stakeholder management and strategic planning skills. All these efforts ensured an efficient, effective, and successful execution of the 2023 malaria campaigns by the NMP team.

2023 team size: 10 | 2024 team size: 18



## Namibia: building resilience

Under the MP's guidance, Namibia's National Vector-Borne Disease Control Program (NVDCP) team has demonstrated remarkable resilience and success. They prioritised team cohesion to elevate morale and strengthen relationships in the face of unforeseen staff turnover and the loss of the director of programs. Additionally, the team focused on enhancing their strategic planning, coordination, and streamlining efforts to ensure the seamless progression of projects. This allowed the NVDCP team to complete their previous strategy's end-of-term review and formulate their new National Malaria Elimination Strategic Plan ahead of their GF grant application.

Furthermore, the MP coached the team to enhance their stakeholder management, conflict resolution, communication, and decision-making skills enabling them to effectively navigate challenging discussions with stakeholders and cultivate stronger alignment and collaboration with key partners. This growth ensures the NVDCP team is on a positive trajectory having transitioned to the sustainability phase at the end of 2023.

2023 team size: 6 | 2024 team size: 10



## Republic of the Congo: strengthening leadership and bolstering resilience

Over the past two years, the Congo NMP has experienced significant growth, doubling in size. The introduction of a new team lead last year underscored the necessity for heightened organisational resilience, coordination, and collaboration. The MP collaborated closely with the NMP team to facilitate the onboarding and transition of the new team lead. He coached them in the creation of a comprehensive onboarding structure for incoming team members, in assessing roles and responsibilities to maximise team effectiveness, and in the revision of the team's Manual of Procedures. These initiatives resulted in streamlined internal processes, reinforced governance practices, and strengthened leadership and management capabilities among department heads.

Consequently, decision-making, people management, delegation, collaboration, and collective accountability have all been markedly improved. In addition, the NMP team successfully applied for their next GF grant, and were awarded funding support starting in January 2024. With coaching from the MP, the team formulated an innovative communication strategy aimed at disseminating malaria prevention messages by leveraging social media platforms and distributing materials at health facilities to effectively increase the NMP's visibility and reach the target audience.

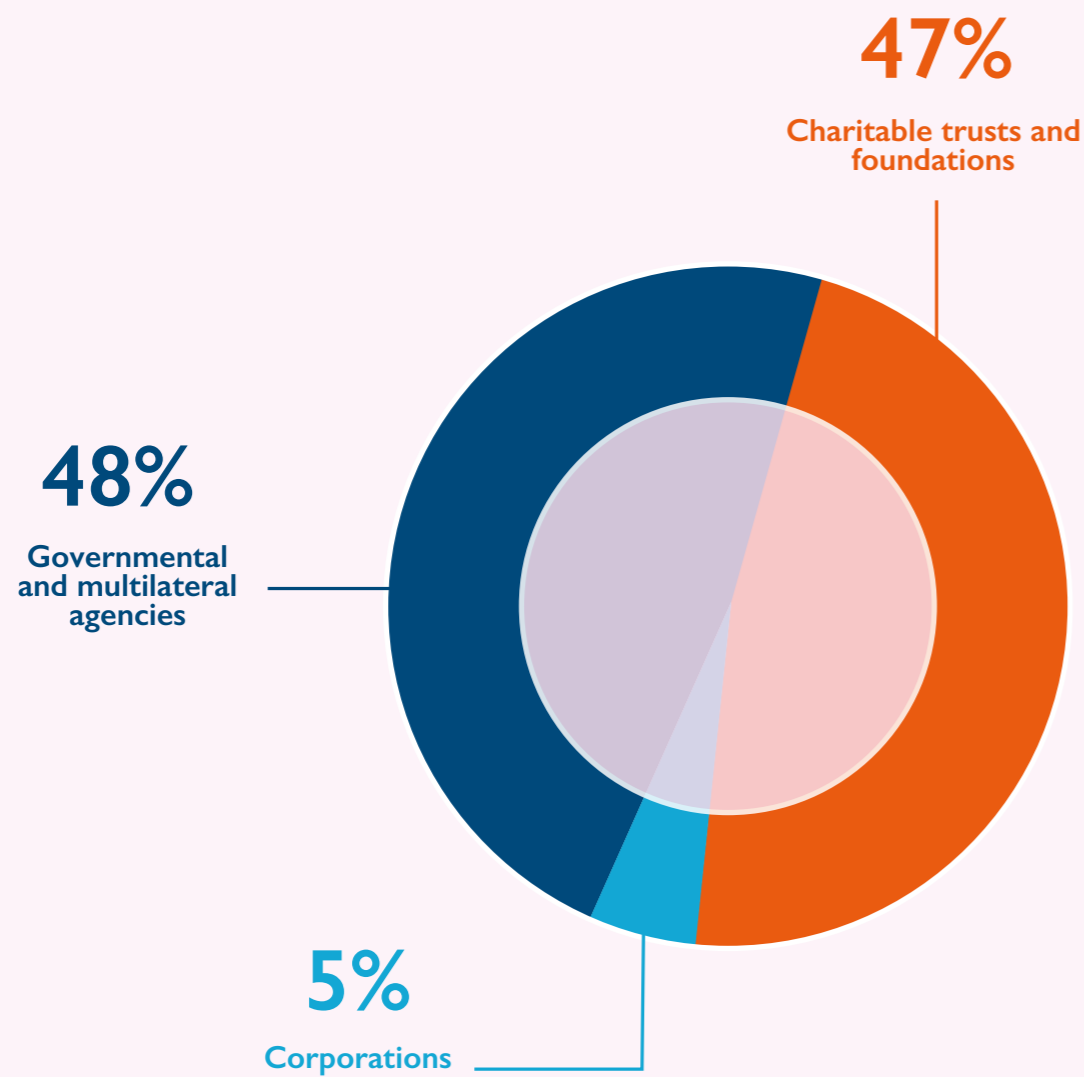
2023 team size: 32 | 2024 team size: 35

“Information flows better among staff. Previously, some individuals kept information to themselves, but now they are more cooperative and understand the importance of sharing information.”

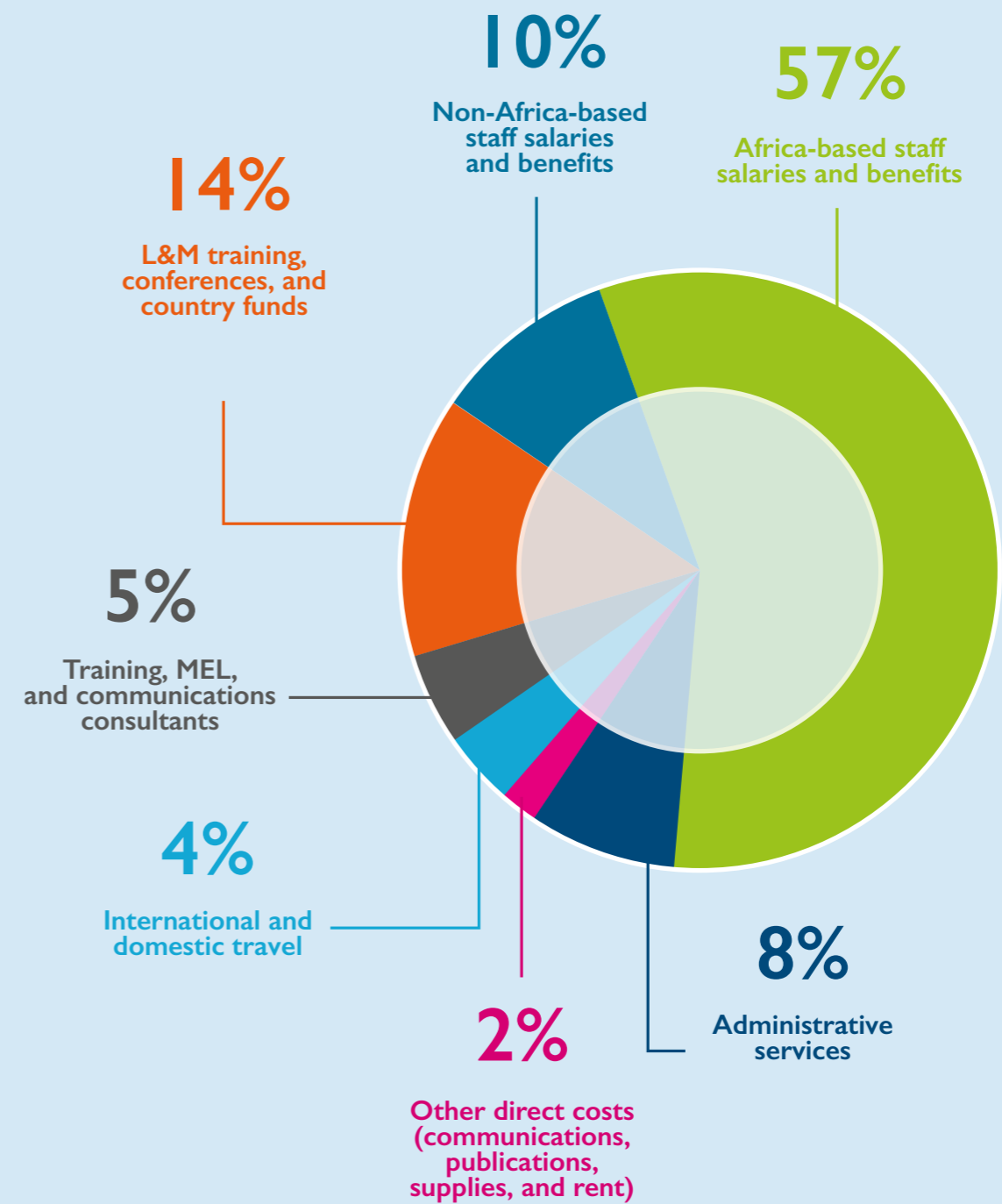
*Dr Issa Mahamat Souleymane  
Head of Laboratory Department, Ministry of Health  
and National Solidarity, Chad*

# FINANCIALS

2023 Total Revenue - \$5,165,931



2023 Total Expenses - \$4,401,538



# GOVERNMENT PARTNERS



**Central African Republic**  
Ministry of Health and Population



**Chad**  
Ministry of Public Health and National Solidarity



**Ghana**  
Ghana Health Service



**Liberia**  
Ministry of Health



**Malawi**  
Ministry of Health



**Mali**  
Ministry of Health and Social Development



**Mauritania**  
Ministry of Health



**Mozambique**  
Ministry of Health and Social Services



**Namibia**  
Ministry of Health and Social Services



**Nigeria**  
Federal Ministry of Health



**Republic of Congo**  
Ministry of Health and Population



**Togo**  
Ministry of Health, Public Hygiene & Universal Access to Care



**Zambia**  
Ministry of Health

# FUNDING PARTNERS



# ENABLING PARTNERS



AMP HEALTH

AMP supports governments to build visionary and effective teams.

AMP Health is headquartered in Johannesburg, South Africa, where it operates under AIGSA, a Non-Profit Company.

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“AMP’s impact is being noticed in the Ministry of Health. Other programmes have actively approached me to find out how they can benefit from AMP’s support as they have noticed that the NCD programme is improving.”

*Dr Anthony M. Tucker  
Director, Non-Communicable Diseases Division, Ministry of Health, Liberia*