



AFRICAN GERMAN **HEALTH ASSOCIATION** E.V.



in cooperation with

**HOSPITAL
ENGINEERING
GMBH**



www.african-german-health-association.de

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH





TRAINING AND WORKSHOP PROGRAMME

Strengthening the Physical and Digital Infrastructure in the Healthcare System of Ghana

GHANA OCTOBER 2022 – MARCH 2023

www.african-german-health-association.de

About AGHA

- The African German Health Association e. V. is a non-profit organization
- Our goal is to contribute to the sustainability and strengthening of the health systems in Africa together with local public and private stakeholders
- Special attention is given to physical and digital infrastructure activities
- Project-oriented basis to provide new inputs in both the digital and physical infrastructure
- Supported by the German Development Cooperation / Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
- Committed to the UN Global Compact and the Sustainable Development Goals (SDGs)



The African German Health Association e. V. is working together with the German Development Cooperation on a broad-based project with the aim of contributing to the development of the digital and physical health sector in Ghana.

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Ghana

2022-2023

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The project focuses on four working packages:

1. Healthcare Facility Planning & Design Capacity Building Programme
2. Blended Learning Capacity Building Programme on Healthcare Equipment Management and Maintenance
3. Delegation Trip to Germany
4. **Healthcare Facility Administration Blended Learning Programme**

Ghana

2022-2023

TRAINING AND WORKSHOP PROGRAMME

Healthcare Facility Administration Blended Learning Programme

INTRODUCTION

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Never not learning.

COGNOS International

- COGNOS International is the international arm of COGNOS AG - one of the largest **private and independent educational companies** in Germany.
- COGNOS International has **30 years** of experience. We have serviced more than **10.000 training participants** and conducted more than **4.500 business** exchanges between Germany and **more than 25 countries**. We are proud to offer education in **8 languages** – from German and English to French, Spanish, Czech and Russian up to Chinese and Arabic. Our **international universities** in Czech Republic and Luxembourg are teaching more than **6.000 active students** in the fields of Business, Management, Administration, Security, Sports and Health.

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Healthcare Facility Administration Blended Learning Training Programme

Activities:

- development of Healthcare Facility Administration Blended Learning Training Programme tailored to the needs in Ghanaian healthcare facilities together with local experts
- training with 100 hospital administrators from at least ten (10) healthcare facilities
- participants will receive an AGHA certificate after completing the trainings

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Healthcare Facility Administration Blended Learning Training Programme

Training modules:

- Corporate Governance / Leadership
- Quality Management
- HR Management
- Medical Waste Management
- Capacity Transfer and Communication Skills

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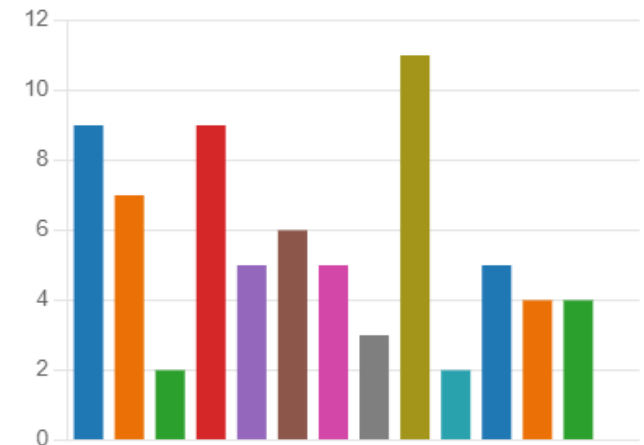


Ghana 2022 - 2023

Choice of topics due to our survey in March 2022

Corporate Governance / Leader...	9
HR Management	7
Accounting / Finance	2
Health Data Management	9
Patient Management	5
Healthcare regulations	6
Procurement	5
Maintenance	3
Quality Management	11
Hygiene Protocols	2
Medical Waste Management	5
Emergency Response	4
Marketing	4

N=18



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Ghana 2022 - 2023

Healthcare Facility Administration Blended Learning Training Programme

Structure of the training:

- Blended learning approach
- One-day kick-off workshop in presence for each module
- Online training for self-paced learning
- Live streaming for focus topics or Q&A sessions
- Online exam

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Choice of delivery due to our survey in March 2022

Online	4
Face to Face	1
Blended learning	13



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TRAINING AND WORKSHOP PROGRAMME

Healthcare Facility Administration Blended Learning Programme

CONTENT

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Content Corporate Governance / Leadership

Content training module Corporate Governance / Leadership:

- Leadership vs. management
- Situational leadership
- Team dynamics
- Conflict management
- Performance management
- Communication skills
- Appraisal interviews

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Content Quality Management in Hospitals

Content training module Quality Management in Hospitals:

- Quality principles
- Process model
- PDCA cycle
- Continuous improvement
- Complaint management
- Audits, quality control, quality assurance
- International standards and accreditation

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Content HR Management

Content training module HR Management:

- Recruitment
- Employer branding
- Talent management
- Staff retention
- Staff development
- Job descriptions
- Appraisal process

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Content Hospital Waste Management

Content training module Hospital Waste Management:

- Waste management planning, implementation and financing
- Medical waste classification
- Risks of medical waste
- Safe medical waste management practices
- Waste minimization
- Waste segregation
- Storage and transport
- Treatment and disposal

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Content Capacity Transfer and Communication Skills

Content training module Capacity Transfer and Communication Skills:

- Training & capacity building
- Train the trainer
- Workshop development
- Training methods
- Learning transfer and practical implementation

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TRAINING AND WORKSHOP PROGRAMME

Healthcare Facility Administration Blended Learning Programme

FACILITATORS

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Ghana 2022 - 2023

Facilitator: Prof. Dr. med. Habil. Christina Rogalski

- Medical doctor by profession
- Expert on hospital quality management
- 16 years of practice in responsible positions QM in hospitals – 8 years in University hospital
- Since 3 years medical director
- Lecturer at Medical University in Cottbus



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Ghana 2022 - 2023

Facilitator: Kwaku Owusu-Agyemang

- Managing Director at Stineri Medical Waste Solutions
- Expert on medical waste management
- 13 years of practice in management positions
- Lecturer for medical waste management since 4 years



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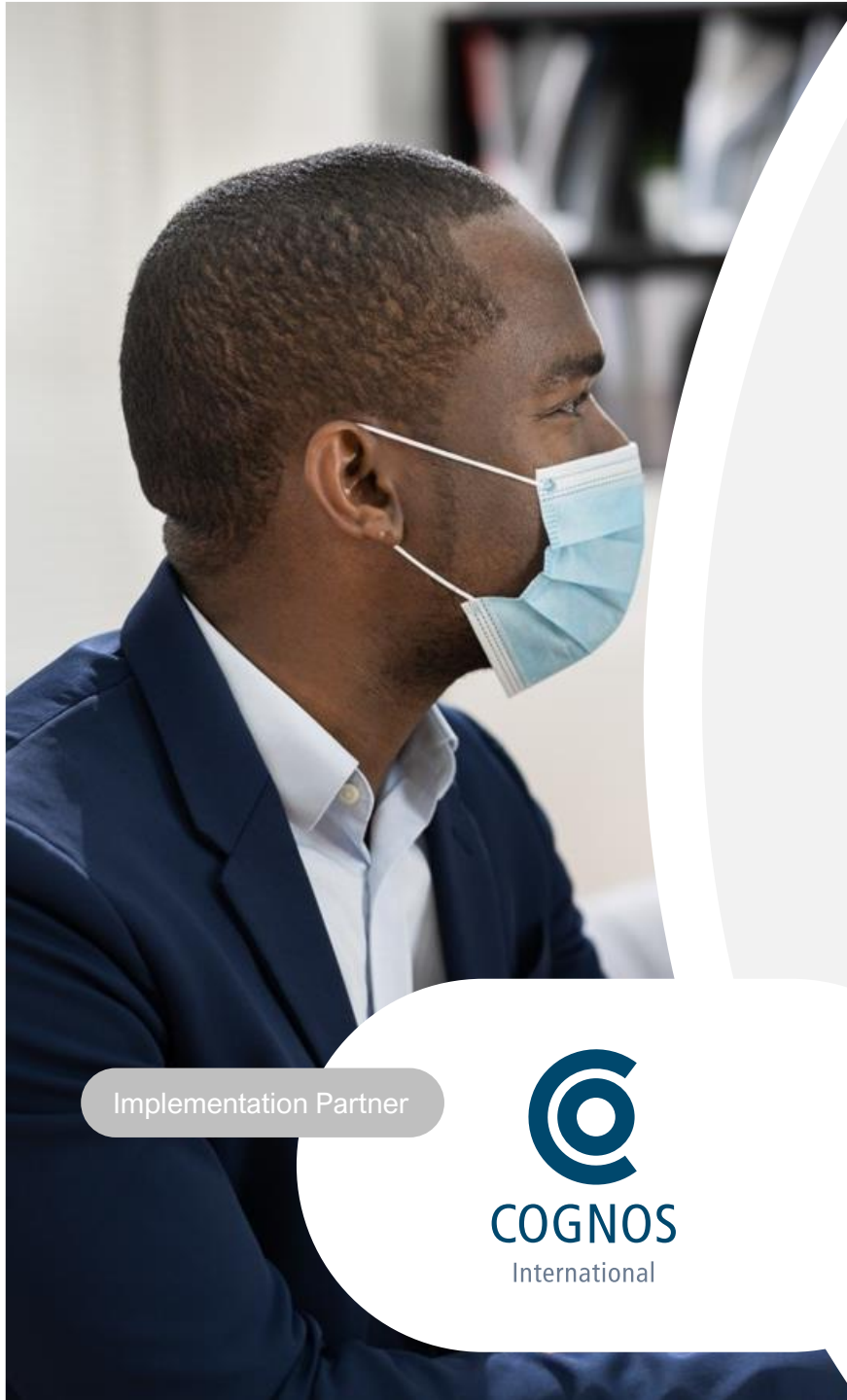
Facilitator: Anita Wiafe

- Expert on Leadership & HR Management
- Master of Science in Organisational Psychology & HR
- 13 years experience working as HR consultant
- Lecturer for HR related topics since 9 years



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Ghana 2022 - 2023

Facilitator: Timo Tekhaus

- Expert on didactics and training methodology
- 14 years experience with international training programmes
- Certified trainer since 7 years
- Head of operations at Coognos International since 3 years.



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Contact



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