

2023

HR for Health Supply Chain Management





Welcome

Welcome to the PSA Academy and thank you for your interest in the course presented in this brochure. I encourage you to also consider the Academy's full range of training courses for health supply chain professionals.

The courses are available as class-room courses or as virtual-classes. And some are offered as self-paced e-learning too. You will find a full description of the benefits of each option later in this brochure.

In addition to the Academy courses, PSA also offers ASCM professional development training and APICS certification for supply chain professionals in all sectors.

Our staff are waiting to help you with your enquiries and to take your bookings. They can be contacted at training@pamsteele.org or at our offices listed on the back of this brochure.

Best regards,

Pam Steele, CEO

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PSA Academy Courses

Health Supply Chain Management

Health Supply Chain Capacity Development

Human Resource for Health Supply Chain Management

Health Supply Chain Leadership and Governance

Mainstreaming Gender in Health and Humanitarian Supply Chain



HR for Health Supply Chain Management

Human resource management is a necessary function for an effective health supply chain as it connects with every other supply chain function, from selection, quantification to product delivery and use. However, when human resource lacks investment, the result can be high staff turnover, lack of productivity, and unfulfilled posts in the supply chain.

The World Health Organisation (WHO) reported on a global workforce crisis which poses a major risk for health systems, emphasizing critical shortfalls in health workers, particularly in sub-Saharan Africa and South-East Asia. The issue is aggravated by poor performance and the lack of skilled, well-trained, and motivated personnel causing supply chain systems to perform poorly, resulting in stock-outs of lifesaving products (WHO 2006).

This course introduces participants to the key HR topics and the fundamental issues surrounding HR and capacity building. Participants will develop their knowledge, skills, and confidence to evaluate the effectiveness of different HR models and practices, while increasing their understanding of the supply chain factors that impact their activities. They will gain practical knowledge of recruitment, performance management, training, and retention.

It is based on four pathways found in the 'Theory of Change for Human Resource for Supply Chain Management' developed by 'People that Deliver': staffing; skilling; work conditions; and motivation, plus our own fifth pathway, which is to strengthen the human resource management function.

Who should attend

This course is for those new to HR who wish to gain wide range of relevant practical skills, and for managers who want to build the capacity of the HR function to create a more effective supply chain system.

Course Objective

The course will equip participants with practical HR skills that can be applied within a supply chain context based on the 'Theory of Change for Human Resource for Supply Chain Management' developed by 'People that Deliver.'

Learning Outcomes

By the end of this course, participants will be able to

- define the HR function's role in implementing an organization's supply chain strategy
- describe the key elements of a competency framework, job design and organizational design
- understand orientation, development, and training
- follow the processes underpinning key HR activities
- assess an organization to support enhanced performance within the supply chain

Course Content

The course content covers the following key HR topics and provides tools that can be used immediately in your organisation.

- Strategic Human Resources
- Organizational Development
- Learning and Development/Capacity Development
- Recruitment, Selection and Performance Management
- Change Management

Choice of Course Delivery

Before the Covid-19 pandemic, many of us had only experienced training in a classroom but the restrictions on movement accelerated a trend towards online training.

Today, the Covid restrictions may be lifted but trainees still benefit from having a choice of different course delivery methods to match their needs. Each course we offer from ASCM and from our own PSA Academy is available in one or more of the following formats

- Classroom training – traditional in-house training offered to corporate clients at a venue of their choice
- Virtual classroom – live training by an experienced trainer via Zoom
- Self-paced e-learning – self-paced online training using mostly pre-recorded video

These are some of the advantages and disadvantages of each format.

Classroom training

Advantages

- Led by an experienced trainer in-person
- Interaction with peers
- Freed from the distractions of the office
- Corporate clients may choose the venue

Disadvantages

- Most costly option
- Travel and accommodation costs
- Only available as in-house training for corporate clients

Virtual classroom

Virtual classroom

Advantages

- Led by an experienced trainer
- Lower cost
- No travel or accommodation costs

Disadvantages

- Limited interaction with peers
- Requires a reliable Internet connection

Self-paced e-learning

Advantages

- Lowest cost
- No travel or accommodation cost
- Train at your own pace
- Fit the training around your schedule

Disadvantages

- No interaction with trainer or peers
- Requires a reliable Internet connection

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