



MEASURE Evaluation is funded by the U.S. Agency for International Development and implemented by the Carolina Population Center at University of North Carolina in partnership with Futures Group, John Snow Inc., Macro International Inc., Management Sciences for Health and Tulane University

February 2, 2009

Dear Colleague:

MEASURE Evaluation Project is pleased to announce a Virtual Leadership Development Program (VLDP) targeted for teams working in M&E of HIV/AIDS programs in Anglophone countries. The main goal of the VLDP for M&E units is to empower those involved with the collection, analysis and use of health data, at all levels of an organization, to lead teams that face challenges related to the M&E function and to achieve their identified results.

The VLDP for M&E units is designed for both public and private sector organizations that would like to strengthen the leadership and management practices of their M&E units in order to improve performance in collection, analysis and use of health data, leading ultimately to improved health outcomes. Experience delivering the VLDP in Africa, Latin America, the Caribbean, Eastern Europe, and the Middle East has shown that participation in this leadership program strengthens individual leadership skills, improves team integration and performance and improves team work climate.

The VLDP is a thirteen-week Internet-based leadership development program hosted on the VLDP website of MEASURE partner Management Sciences for Health (MSH). A highly interactive learning program, the VLDP consists of seven learning modules, a supplementary participant workbook and expert virtual facilitation from experienced leadership and organizational development specialists along with M&E experts who will provide continual support, feedback and guidance to participating teams during the program. The VLDP will begin on March 30, 2009 and continue over a period of 13 weeks. Program participants work in teams to identify key leadership challenges within their units and organizations and to begin addressing these challenges.

The VLDP requires participating teams to:

- Work together as a team throughout the duration of the VLDP.
- Conduct face-to-face team meetings at least once every module (2-3 hours for each meeting).
- Produce demonstrable organizational or program results **related to M&E as an outcome of their participation in this VLDP** in working with the private health sector as an outcome of their participation in this VLDP.
- Work on improving leadership skills, individually and as a team.
- Invest an average of 4 to 6 hours per week from each individual team member during the VLDP to prepare for and complete individual and team assignments.
- Submit all program assignments, including the team action plan focused on improving M&E of HIV/AIDS programs working with private health sector counterparts, in a timely fashion.
- Participate actively in all aspects of the VLDP (individual work, team meetings, and in the virtual conversations with the other participating teams).
- Participate using the website.

In return, participating teams will benefit in the following ways:

- Insights, models, as well as practical tools and techniques for the team and its members to continue their own development and facilitate the development of others in their work monitoring and evaluating HIV/AIDS programs.
- Facilitator support in the development of a team action plan that addresses a real challenge facing their organization in working in monitoring and evaluating HIV/AIDS programs.
- A process to apply when addressing future challenges in monitoring and evaluating HIV/AIDS programs.

The VLDP enrolls teams, not individuals. Team size may vary between 4 and 10 people. Teams should be able to meet face-to-face for several hours during each of the 7 modules and hold two additional action planning meetings. The program is designed for teams that consistently work together on a routine basis on a common objective or goal and that can strictly commit to the program requirements listed in the application below.



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In order to enroll, please e-mail or fax the completed application to Management Sciences for Health (MSH) at VLDPMEandE@msh.org or fax number +1.617.250.9090 on or before **February 27, 2009**. We cannot guarantee acceptance in the program after this date. Applications will be reviewed and selected participants notified by March 11, 2009.

This initial Virtual Leadership Development Program is being offered free of charge to qualified teams. The cost of the Program is being supported by USAID.

For more information, please contact the M&E VLDP Team (VLDPMEandE@msh.org). Additionally, you can contact Scott McKeown (+1.919-966-7482) or Erin Nilon (+1.617.250.9152). In March, a member of the VLDP team will contact each organization that has applied to the upcoming program regarding their application.

We hope to have a team from your organization participating in the March 2009 VLDP for M&E units working in HIV/AIDS!

Thank you very much.

Sincerely,

A handwritten signature in black ink that reads 'Gustavo Angeles' followed by a stylized flourish.

Gustavo Angeles
Deputy Director
MEASURE Evaluation