

Name: Semira Ahmed Seid

Position: Office of the State Minister – Operations, Coordinate team/COVID-19 Task Force
Ministry of Health, Ethiopia

Cohort - 1st

For the last three years, I have been working as a Health Counselor for the Ministry of Health in Ethiopia. I have been assigned as a counselor who provides telephone counseling, information, and referral services to callers from all regions of Ethiopia in all health matters, including HIV/STI, infectious and non-communicable diseases, reproductive/maternal health, and nutrition. Every day, I had the opportunity to directly impact people's lives by providing them the knowledge necessary to help them return to being productive members of their communities.



My Leadership journey started when I participated in YALI Regional Leadership training cohort 28, a 4-week training at the YALI Regional Leadership Center in Nairobi, Kenya. The program was designed to identify and train young African leaders and equip them with the skills needed to be influential leaders in their respective countries. Immediately after YALI training, I got a life-changing opportunity – to participate in the Leadership Incubation Program offered by the Federal Ministry of Health in collaboration with AIHA and IPHC-E. I was selected to be part of the first cohort. It was a six-month training focused on the technical subject matter and the identified core set of soft skills to develop future leaders. The goal was to incubate health leaders who can contribute to improving health planning, management, and outcomes on a national level. Funding and support of the program came from the Bill & Melinda Gates Foundation through the management of AIHA.

Due to my leadership knowledge and experience, I was promoted to coordinate the Covid-19 Task Force Team. I helped coordinate the effort and provided valuable and necessary solutions to people who had little information, financial means, or educational resources from distant and remote locations. After a year of service in the covid 19 task force, I was assigned to the State Minister's office. My roles and responsibilities are gathering critical information to provide expert advice and consultative service on all issues related to department programs, providing the State Minister with another perspective on strategy issues, supporting and monitoring Directors under the State Minister's office.

In summary, the Leadership Incubation Program for Health has given me the confidence to rely on myself, and it has allowed me to contribute significantly to planning, guiding, developing, and implementing need-driven national health programs and initiatives. Specifically, it has helped me strengthen critical thinking, communications, and management skills.

This fellowship is a think tank of diverse minds and dynamic life experiences from the best leaders from different sectors and regions, all coming together for one unified purpose. Nowhere else could I have accessed such vast resources of knowledge and experience in one place, and in such little time, I am grateful for the opportunity I was provided.

Name: Ehetemariam Shambel

Position: Traditional Medicine Case Team lead
Ministry of Health, Ethiopia

Cohort - 1st

I was one of the first LIP-H cohort trainees and was very lucky to have this opportunity. I had a chance to exercise different types of activities to lead as a team leader even when I was a child, but I had no formal exposure to leadership training.

During the training, I worked as an Officer for pharmacy service and was then promoted to a team coordinator. I coordinated pharmacy service for a year and then shifted to a newly established traditional medicine team, and to be frank, I am proud of it.

The LIP-H program impacted my life by clicking my talent. The program content and way of delivery were really exciting. The training journey was a session for teaching and learning. I attended the training for personal development especially I had focused on self-leadership, and it was fruitful. LIP-H has added values I was unaware of in my life, which are purpose-driven life, sharing with others, self-reflection, enjoying life, counting our blessings, gratitude journal, investing in personal development, being a visionary, being a risk-taker, and a lot more.

Generally, being a family of LIP-H gave me a chance for personal development and growth.



Name: Gemu Tiru Bati

Position: Director, Health System Strengthening and
Special Support Directorate
Ministry of Health, Ethiopia

Cohort - 2nd

I am grateful and privileged for attending the Leadership Incubation Program for Health (LIP-H), where young leaders are being produced especially in our country where resources are limited, and the demand for servant leadership is significant. LIP-H course helped me in my personal and professional growth in general, and to be the best version of myself in particular. Moreover, I recommend my fellow Ethiopians at all levels working at different institutions and health facilities to pass through this course.

On top of that, the capstone project we started during our training evolved from local to the globe. Health Equity is a global agenda vowing for equal access to essential health services, similar utilization for equal need, and comparable quality of care for all with a theme of leaving no one behind.



Name: LiyuTadesse

Position: Health Information Consultant
Ministry of Health, Ethiopia

Cohort – 2nd

The LIP courses allowed my mind to find a way to grow from where I was. It brought a significant impact on my personal and professional development. Prior to this training, I often thought of doing something but failed to translate it into action and struggled with how to be a person of action. However, since I started the course, I have moved from words to actions and began to work on my own business, which I was planning to do in the next several years.



Once I took the leadership course, I learned that leadership is the way to create inspiration for myself and my community. Whether I am born or made, I can go where there is no path to leave a trail. I have learned that it is not necessary to follow the path which is already created by others; instead, I know that I can stand out and do something new and create a new path that can also serve for others to follow by doing something unique and influencing others to put a mark in this world.

A good example of this is my practice on prioritization; it was not good. I didn't have a to-do and not-to-do list. Hence, at the end of my day, I felt stressed and worried about whether I was getting things done. I was also not good at managing time. I did not accomplish the tasks which I planned to do in my mind as I wasted time on trivial activities. However, after taking this course, I learned to always be aware of all parts of my actions, not only my own responsibilities. I worked on having a to-do and not-to-do list to manage my time and balance priorities on urgent and important tasks.

I also learned that as a leader, I need to set a goal and work towards achieving that goal by facing various challenges which prevent or slow down the achievement of the goals I set. Yet, as a leader, I become aware of my strategic problem-solving skills to overcome and reach my goals. The coaching sessions were also a learning and development experience for me as a novice coachee. I learned that I could help both the team and the organization clarify goals, deal with potential stumbling blocks, and improve their performance to be more effective with proper coaching style and mechanism.

At the end of the course, I learned and knew what to do. It taught me many things, and I started incorporating them into my day-to-day life. I know how to be a good communicator among my team and understand things from others' perspectives. I loved the trainers. They used simple techniques, the facilitation was great. It was engaging, entertaining, and very impressive.

It is one of the most productive training I have attended. Hence I am super grateful for this course. I would highly recommend everyone to take the course.

Name: Biniam Shiferaw

Position: Medical Services Directorate Director

South RHB, Hawassa

Cohort - 2nd



It is my pleasure to write this testimonial as a second-round LIP-H graduate. For me, it was a great opportunity. When I started the course, I was just assigned as Medical Services Directorate Director at South Regional Health Bureau. I benefited from each and every course content throughout the training including customers handling at Kuriftu Resort and Spa as well as Hallelujah General Hospital.

My capstone project was very successful at Arbaminch General Hospital and reduced the waiting time for treatment significantly, and the good news is it also sustained. My time management, meeting management, conflict resolution actual practice, and team building improved dramatically.

Currently, I am enjoying all the knowledge and skills I attained from the course in my day-to-day managerial role. I am influencing others effectively, and the evidence for this is that one staff from my team has been assigned as a Director of the Plan and Economy Development Directorate. I was also assigned as a host for shadowing by one of the 3rd Cohort LIP-H trainees. A significant number of Hospital CEOs are influenced by my leadership style, and my success was verified and recognized by MOH. Five hospitals were selected from our region out of the top fifteen Hospitals within the country, and the champion was Worabe Comprehensive Specialized Hospital; of course, all are technically supported by the Directorate I am leading at South Regional Health Bureau.

Having the opportunity to take the LIP-H course was really a blessing for any individual to be good leader with or without title and for the maximum benefit of the community at large.

I do have immense respect for MOH HR Directorate, IPHC-E, AIHA, my trainers and coaches for their dedication and commitment to my leadership career development.