



Why Does This Program Matter Now?

Effective leadership is essential to strong primary health care systems. LIP-H builds durable leadership capacity within Ethiopia's health institutions—strengthening workforce performance, improving service delivery, and reducing long-term dependence on external support.

Focus on Sustainability and Local Ownership

LIP-H is supported by Ethiopia's Federal Ministry of Health, and IPHC-E, and AIHA with a joint sustainability plan focused on long-term government ownership. High retention among graduates ensures continued application and transfer of leadership skills within the health system.

AIHA is a nonprofit that works to strengthen health systems through long-term, locally led partnerships that build leadership, workforce capacity, and institutional resilience — ensuring impact lasts beyond donor support. We've been working with Ethiopia's Federal Ministry of Health and leading hospitals, universities, associations, and other stakeholders since 2006.



LOCAL INSTITUTIONS. GLOBAL EXPERTISE. SUSTAINABLE HEALTH SYSTEMS



Leadership Incubation Program for Health

Effective health systems depend on capable leaders. AIHA's Leadership Incubation Program for Health (LIP-H) strengthens leadership, management, and problem-solving skills among health professionals working across Ethiopia's public health sector. This dynamic, locally-driven program empowers participants to lead institutional change, improve service delivery, and strengthen workforce performance.

Designed and implemented in close collaboration with government and institutional partners, LIP-H combines leadership coursework, coaching, peer learning, and applied capstone projects embedded within participants' workplaces.

The program equips participants to improve team performance, strengthen primary health care delivery, and lead institutional change from within existing systems.

Key LIP-H Focus Areas

- Health systems leadership and governance
- Human resources for health performance and retention
- Applied problem-solving through workplace-based capstone projects
- Communication, coaching, and relationship management
- Gender-responsive leadership development

Program Design

- Cohort-based leadership training
- Coaching and reflective practice
- Applied capstone projects aligned with institutional priorities
- Engagement of federal and regional health institutions to ensure relevance and ownership



LIP-H participants do capstone projects based on gaps or needs at their home institutions. One such project — developed by three Oromia Health Bureau employees who participated in the sixth cohort — resulted in the opening of a Staff Clinic at Oromia Regional Health Bureau. The Clinic promotes prevention, early screening, detection, and treatment services that help mitigate noncommunicable diseases among some 9,600 employees of its various sector bureaus.

LIP-H PERFORMANCE OUTCOMES

98% of alumni report the program played a pivotal role in their career progression

46.5% of alumni experienced position changes — primarily promotions

94% of alumni actively share leadership skills with colleagues, extending impact beyond individual participants

99% of alumni apply LIP-H skills directly in their professional roles

94.8% program completion rate, demonstrating strong engagement and relevance



Evidence of Impact

LIP-H has been independently evaluated for relevance, effectiveness, efficiency, impact, and sustainability, with findings confirming strong alignment with Ethiopia's health leadership needs.

Key Metrics

- 282 participants across national and regional institutions and through multiple LIP-H cohorts completed training
- Capstone projects directly improving workplace health and workforce retention
- Growing female participation in leadership training

