

VLP Consortium

- Partners in Population and Development (Dhaka, Bangladesh)
- International Council on Management of Population Programmes (Kuala Lumpur, Malaysia)
- Center for African Family Studies (Nairobi, Kenya)

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VLP Training and Learning Process

National Launch Workshop

Self-learning Phase

2-week Advanced Leadership Inter-country Forum

Mentoring Program

Peer Exchange, Networking

National Dissemination Workshop



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Realizing the Full Potential of Future Leaders The Visionary Leadership Program in Population and Development (VLP)

At the dynamic nexus where family planning, reproductive health, population and development meet lies the rationale for visionary leadership development. Some of the challenges of the sector are:

- Complex policy environment.
- A vast unfinished family planning agenda
- New thematic priorities for reproductive health
- Constrained resource availability
- Slow program implementation

There have to be enhanced national commitment and increased resource mobilization in tandem with improved policy interventions and accelerated program execution.

VLP believes all these can best be catalyzed by visionary leaders with the necessary talents, skills and energy to give impetus to the achievement of slower population growth and, consequently, an improved quality of life for the people they serve. VLP is implemented by a consortium of 3 member organizations (Box 1) in Ethiopia, India, Nigeria and Sudan.

The methodology to achieve this is both multi-faceted – a series of different learning components organized in a rational sequence, each designed to build on the strengths of the previous component (Box 2). The self-awareness of leaders as well as opportunities for peer exchange and networking ('critical mass') are notions that underly the VLP learning and training process.

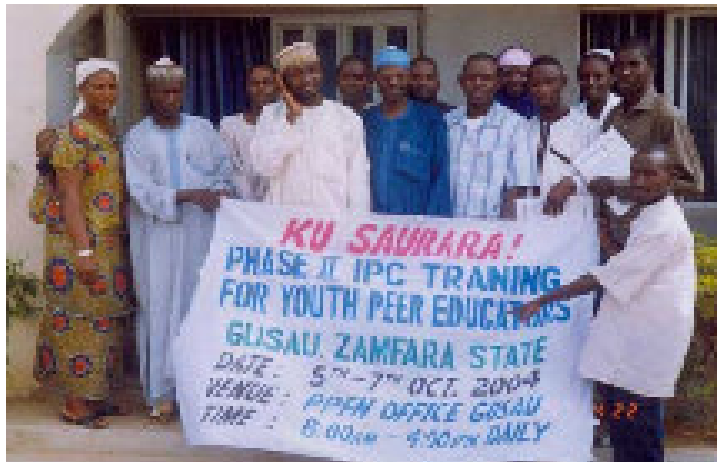
The critical mass of 200 VLP visionary leaders are expected to, individually and collectively:

- Improve leadership skills and commitment.
- Enhance knowledge and vision
- Strengthen competencies for resource mobilization and advocacy
- Accelerate implementation of programs for RH/FP education and services
- Participate at policy dialogues at national, regional and international levels.



Basic Features

- ▶ **Number of Fellows and Gender ratio**
Selection was competitive, involving written application and a personal interview. 200 were recruited (over 2 cohorts) but due to attrition, 187 remained active.
Ethiopia - 38 / India - 55 / Nigeria - 60 / Sudan - 34
- ▶ **Gender ratio**
Target was: 60% women to 40% men. Achieved: 56.5% women and 43.5% men.
- ▶ **Multi-sectoral representation**
Well represented – 151 different organizations or departments in both government and non-governmental sectors including UN and international development agencies. Fields of work – family planning and reproductive health services, youth and community development, women’s development, HIV/AIDS counseling and training, media to academic programs in public health to social marketing.
- ▶ **Geographical diversity**
Ethiopia - majority in Addis Ababa area
India - eastern states of Bihar and Jharkhand
Nigeria - 14 states in northern half of the country
Sudan - only in Khartoum



Achievements of VLP

- ▶ Total of 187 active Fellows in two cohorts, in Ethiopia, India, Nigeria and Sudan.
- ▶ Training materials:
 - 7 sessions of the “2-week Advanced Leadership Inter-country Forum” courses
 - 2 customized learning packages: (1) Self-learning package, and (2) the 2-week Advanced Leadership Inter-country Forum training manual.
 - 3 guideline protocols: (1) Mentoring, (2) Peer Exchange, and (3) Networking (self-development groups)
 - 2 reflections journal for self-learning and on-the-job reinforcements.
- ▶ Mentoring. Peer Exchange and Networking:
 - 56 mentors in 9 countries in Asia and Africa.
 - 7 network groups in India, and 22 self-development groups in Ethiopia, Nigeria and Sudan
 - “VLP Voice” e-newsletter - 5 issues
- ▶ 42 leadership profiles of established and recognized national, regional and international leaders including 22 VLP Fellows - published in 2 volumes
- ▶ Country assessments on leadership gaps and needs for each country.

