

LOGICAL FRAMEWORK ANALYSIS (LFA) MINISTRY OF HEALTH AND SOCIAL WELFARE, LESOTHO

Thank you for your interest in the Logical Framework Analysis (LFA) process. If you will not be attending the workshop or will be missing significant sections of it, the following description of the process may help you understand what we will be doing and will also enable you to provide input.

The process has the full support of the Minister of Health and his Leadership Team. Your input is important in the creation of the MOHSW's future.

LFA is a disciplined technique for creating a strategic project plan that is comprehensive, well integrated and embraces both critical and creative thinking. The LFA approach has become very popular amongst international donors who need to ensure there is accountability and sustainability in projects. The value of this approach lies in the way it gets clear descriptions of objectives, activities, roles, responsibilities, outcomes, time frames and means of evaluation to "talk" to each other.

Our innovative approach to developing LFA uses colour coded cards, which allow participants to generate information spontaneously without getting too tied up in the technical aspects of the document. Through the cards participants will be able to generate large amounts of strategic information in a short period of time – and in a stimulating way. As the workshop progresses the cards will start "talking" to each other and an obvious structure will be allowed to emerge. Andre and Steve will then write up the results in a formal LFA document, which forms a template for an effective business plan. The workshop will also include exercises designed to facilitate participants to think critically about the current corporate culture of the Ministry of health and to inspire innovation.

If you wish to make a contribution to the process, you could offer us assistance by answering some of the following questions. When completed, please return to Dr Campbell Katito Health Planning Unit or email katitoc@health.gov.ls or Steve Banhegyi steve@trans4mation.co.za (+266-63058225)

NAME: _____

DESIGNATION: _____

TELNO: _____

EMAIL: _____

Q1 If you were only able to influence the behaviour of one group of people in the whole organisation, what group of people would you choose to influence and what change in behaviour would you like to see?

Q2 What in your opinion are the core organisational challenges faced by the Ministry of Health?

Q3 What in your opinion are the core health challenges faced by the Ministry of Health in the Lesotho communities you provide services to?

Q4 What are the main lessons that could be learnt from the failures and successes over the last year or so?

Q5 Who would you identify as role models within Ministry of Health (or working in the health sector in Lesotho) and why? If you cannot identify any role models describe what you would expect from a role model.

Q6 If you could do anything, what would you do to address and prevent a further “brain drain”?

Q7 What kinds of incentives or other reinforcements would motivate Ministry of Health staff (including yourself)?

Q8 What staff development (training) opportunities would you like to see for yourself and others?

Q9 What would you see as the valuable advantages and unfortunate disadvantages of Basuto culture?

Q10 What would help to create more of a sense of community within the Ministry of Health?

Q11 In your opinion, which role players that should be talking to each other are not talking to each other? Why? How could they?

Q12 Where is there unnecessary spending that could rather be channelled into something more useful?

Q13 Write one paragraph that clearly expresses the mission of the Ministry of Health as you understand it. A mission statement should be a short paragraph that says exactly what product or service your organisation aims to provide; how it aims to provide it and what impact your product or service will have on the community. A mission statement should be an expression of your goals in an intelligent summary and written with inspiring language.

DEFINITIONS: Here follows a description of each of the coloured-coded cards we will be exploring in the LFA process. While it is difficult to generate the cards on your own without being facilitated through the process, please feel free to contribute ideas to any of these categories:

- **VALUES** (the cultural values that the organisation needs to embrace in order to commit to and nurture the behaviours of a successful health care organisation);
- **ROLE PLAYERS** (anyone who plays a role in the process of designing, creating and delivering health to the community – including those who receive these services within the community itself)
- **OBJECTIVES** (your vision of the future that you wish to make possible);
- **OUTPUTS** (what the different role players need to be able to do to make this vision come true?);
- **ACTIVITIES** (what activities need to be planned with each of the role players in order to enable them and support them in the process of making the vision come true?);
- **INPUTS** (what your organization needs before they can enable the role players through the above activities?);