

Handouts—Board Results Presentation Meeting

1. **ICRC-LDP Overview**
2. **Conceptual Model: Leading, Managing, and Governing for Results**

ICRC-LEADERSHIP DEVELOPMENT PROGRAM OVERVIEW

The **ICRC-Leadership Development Program (ICRC-LDP)** develops teams to learn the leading, managing, and governing practices that make it possible to achieve results to improve rehabilitation centers' services. ICRC-LDP builds on lessons learned from implementation in more than 40 countries.

At the heart of the program is the improvement team formed by all staff at the rehabilitation center. Led by their managers, they learn a proven method of leading and managing to address challenges and produce measurable results.

Participants in this program learn how to:

- Lead, manage, and govern to achieve results in priority service delivery areas;
- Apply reliable tools and processes for defining and addressing challenges;
- Build a workgroup climate that supports commitment to continuous improvement.

Activities at the core of the ICRC-LDP process

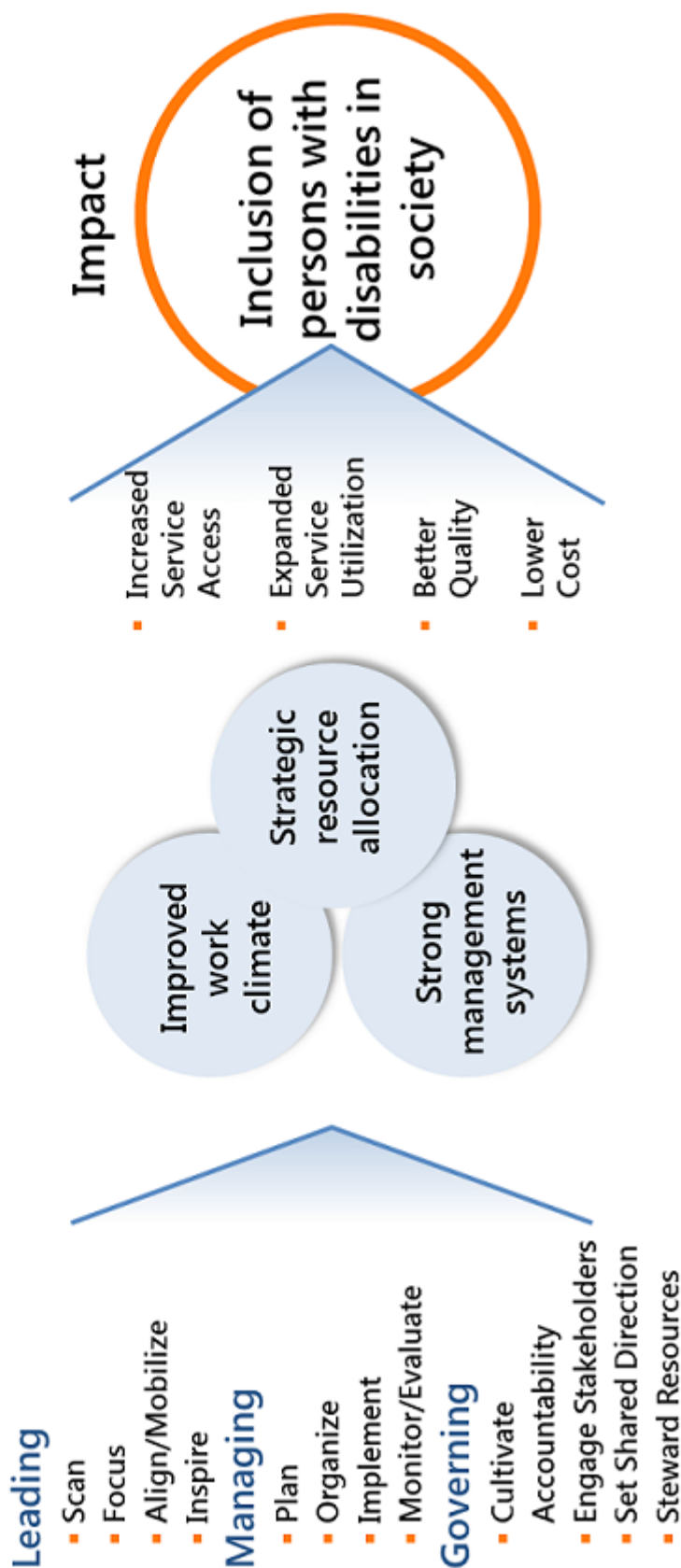
- Ten 4-hour modules, one every 2 weeks over the period of 6 months.
- Ongoing work of teams between workshops to apply leading and managing practices to their challenges.
- Coaching and feedback from managers.

PARTICIPANTS	WHO THEY ARE AND WHAT THEY DO
Governing Body	Made up of the Board of Directors, uses effective governance practices to oversee and sustain the ICRC-LDP process.
Teams	<p>Formed by all staff at the rehabilitation center. These teams will:</p> <ul style="list-style-type: none"> ■ Actively participate in all modules; ■ Support each other to learn and apply the leading and managing practices; ■ Identify challenges, develop Action Plans, and mobilize resources to achieve results; ■ Complete a leadership project and present results to key stakeholders; ■ Continue to address new challenges after the modules are completed.
Managers	<p>Managers of the teams who participate with their teams as ICRC-LDP as module facilitators. Managers typically will:</p> <ul style="list-style-type: none"> ■ Adjust the ICRC-LDP time line and program materials, as needed; ■ Prepare and facilitate the 10 4-hour modules; ■ Coach teams to ensure their teams develop and implement their Action Plans.

CONCEPTUAL MODEL: LEADING, MANAGING AND GOVERNING FOR RESULTS



Conceptual Model: Leading, Managing and Governing for Results at Physical Rehabilitation Centers





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