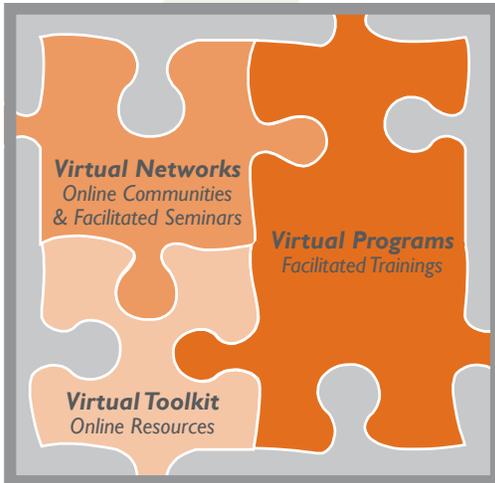




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# Virtual Fostering Change Program



MSH's Collection of Virtual Approaches

## MSH Virtual Approaches Build Capacity In:

- Leadership Development
- Business and Strategic Planning
- Human Resource Management
- Board Governance
- Expanding Proven Health Practices

The Virtual Fostering Change Program (VFCP) is an Internet-based learning program that guides teams through the process of change and enables them to introduce and scale-up a proven health intervention best practice. The program is facilitated by experts in public health and change management and is offered in three parts: Part I includes an introduction to fostering change, selecting a best practice, and developing an action plan to introduce the change; Part II supports teams through the implementation of their best practice; and Part III guides teams through the process of creating a scale-up plan.

### Health Mangers Need a Pathway for Change

Any improvement requires change; however, many people underestimate what it takes to make change sustainable. In order to scale-up proven practices and have the needed health impact, health teams need to take a systematic approach to the change process. The VFCP provides a pathway for teams to do this as they introduce and scale-up a best practice using the best medical/clinical knowledge based on appropriate research. The methodology in the program is based on the Implementing Best Practices Consortium publication *A Guide for Fostering Change to Scale-Up Effective Health Services*.

### VFCP at Work

“We learned a lot from this program, it helped us work as a team to assess, plan, and find resources to implement and make a change.”

—VFCP Participant



### VFCP Objectives

By the end of the program, participants will be able to:

- Identify and adapt best practices that will improve health outcomes in their settings
- Implement the introduction of a chosen best practice in select sites
- Develop a plan for and begin implementation of the scale-up of a chosen best practice
- Actively participate in discussions with a network of leaders in health institutions

### VFCP Content

This program is structured in eight modules. During the course of the program, participants working as a team first identify and introduce a health best practice and then work together with their organization to scale-up the best practice. Each learning module contains practical frameworks, readings, face-to-face group work, and exchanges among participants and the facilitators through the Café on the website and via email.

### Application of VFCP in a Family Planning Organization:

*“While we were working [on family planning commodities distribution], we did not bear in mind the scaling up plan and expansion in a systematic way. Now [after participating in the VFCP] we have a monitoring plan, action plan, and are working on developing guidelines.”*

*– Program Participant from Nepal*

### Program Eligibility

- Team interested in introducing a new health best practice
- Team that works at the district level or higher who will oversee the scale-up of this best practice

### Technology Requirements

- Reliable access to a computer and the Internet
- Minimum 56.6Kb/s modem connection speed
- Internet Explorer 5.1 or higher
- Microsoft Word and Adobe

### Team Commitments

- Four to ten active team members
- Participants located in the same office/area
- Participants work together on a regular basis on a common objective or goal
- Individual participation of 4 to 6 hours per week during the program
- Attendance at regular team meetings during the online modules
- Implementation of an introduction and scaling-up action plan
- Reports on team achievements to date six months after the end of the program

For additional information, go to <http://programs.msh.org/clm>, or contact us at [virtualprograms@msh.org](mailto:virtualprograms@msh.org)