



Project Report Innovative Training

How can we build and improve trustful partnerships with our international colleagues within the given framework?

How can we co-create safe spaces for fruitful and equal conversations within our collaborations?

How can we facilitate collaboration processes by using participatory leadership mindset and methods?

Participatory Leadership in Global Health Collaborations

Training implementation

The training was planned to model a different format for (young) global health researchers, practitioners and project leaders: supervised case-based learning. To review the training pilot's quality, the training was constantly evaluated: considering the implementation experiences and the participant's feedback after each session, we reflected and adapted the content and format to the needs of the target group.

The training took place virtually (via zoom) including eight sessions from June 2023 to January 2024. The 218 persons who registered for the introductory session originated from 37 different countries, 80 of them from Germany, 39 from Nigeria, 24 from Kenya.

Across all eight sessions 111 different persons participated, of which 19 (17%) were employed/studying at RKI, and 6 (5,4%) at TU Berlin. Participants from the countries Germany, Nigeria and Kenya participated most frequently in the sessions. On average, we had 27 participants /session; and on average, a participant took part in a total of 3 sessions (including the intro session).

Each session started with theoretical input on Participatory Leadership methods, mindsets and models. The model of "8 breaths" for participatory process design created the basis for the design of the overall structure. Sessions were characterized by interaction and engagement of participants (through check-in, discussion, journaling, etc.). We anchored breakout session to focus and reflect on practical experiences of the participants applying the theoretical models and tools presented before.

Evaluation and reflection

Of the 15 participants completing the GLOHRA final evaluation form, all assessed the training as relevant for researchers and public health practitioners in the field of global health as well as for their own career development. Almost all (13-14/15) stated that they gained new skills and that the training addressed a multi-disciplinary and interdisciplinary learning approach. All agreed that they would recommend this training to a colleague. Particularly positive and perceived as very enriching was the opportunity to not only exchange experiences, but to connect and learn from and with each other.

Participants reported that the training provided impulses and innovative strategies for their daily work as highlighted from these participants:

"Thank you! It was the first time in my role as Project Coordinator (regional focus Africa) that I was able to learn and quickly apply new skills and learn from other colleagues dealing with similar issues." (Female, 40ys, Germany)



"I truly enjoyed all sessions and the various perspectives that the facilitators brought in. I also liked the breakout sessions which gave us as participants, room to interact and brain storm. I liked the feedback from the breakout sessions where each group shared with the entire team. In fact, I loved every bit of the experience. Finally, I loved the opportunity to network and the links for further network and look forward to tangible collaborations and further mentorship." (Female, 51ys, Nigeria)

For the final analysis and evaluation, in addition to the feedback of 15 participants from the final evaluation form, we also considered the participant's feedback from each of the sessions, and feedback that participants sent us individually via mail, as well as the input some participants who are colleagues of the facilitators shared personally.

Concluding, we identify a need to continue offering training on participatory leadership, but with an adapted didactic format that better matches the fluctuation of the target group. Furthermore, we realized that a high level of commitment from all members of the training team, a large contribution of non-remunerated time resources from the applicants, and an interdisciplinary composition of the facilitator team were necessary for the successful implementation of the participatory leadership training.

Organizing and hosting team

Dr. med. Flora Haderer, MScIH, Robert Koch Institute (applicant)

Dr. Verena Struckmann, Technical University Berlin (applicant)

Dr. Ute Zocher, independent consultant (applicant)

Andreas Giesen, Systemic Coach and Art of Hosting practitioner

Rosana Lingg, student assistant

Julia Wernhart, student assistant

