

# **Module 7: Craft Effective and Appropriate Strategies**

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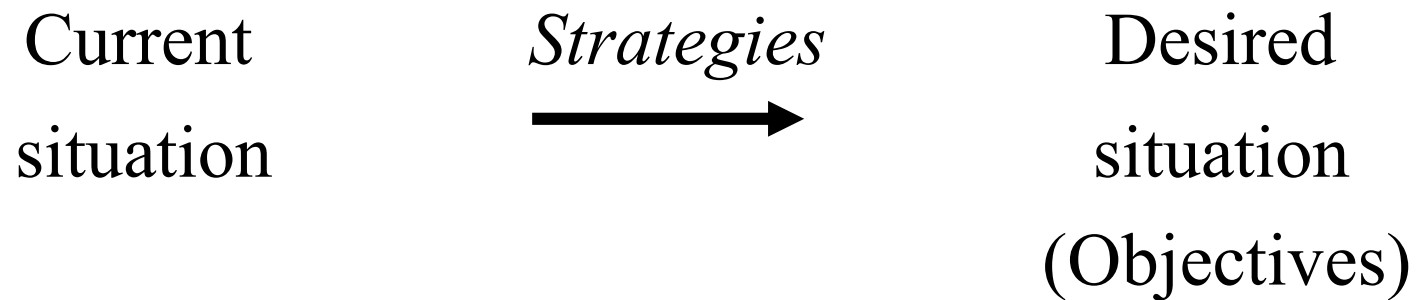
Manila, Philippines

# What is a strategy?

- Action plan for achieving the organizational objectives
- Mirrored in the pattern of moves and approaches devised by the organization to produce the desired performance
- Is the HOW of pursuing the organization's mission and reaching target objectives

# What is a strategy?

Strategies are the means  
to achieve a specific objective.



# STRATEGIES FOR RESOLVING IDENTIFIED PROBLEMS

## Philippine HRH Master Plan

The strategic plan addressed the following strategic issues:

1. How should the country address the persistent inequitable distribution of human resources for health? What equitable distribution of HRH categories is appropriate and feasible? What incentives should be established to sustain and retain health workers where they are needed?
2. How should the country respond to the present health worker migration patterns? How should the country manage both domestic HRH deployment and international migration?

# STRATEGIES FOR RESOLVING IDENTIFIED PROBLEMS

## Philippine HRH Master Plan

The strategic plan addressed the following strategic issues:

3. How should HRH development programs be organized and institutionalized in all the regions, provinces and municipalities of the country in order to ensure a productive and highly motivated workforce? How should HRH management systems be organized to ensure that Philippine health services have an effective and well motivated workforce and are appropriately managed.

# STRATEGIES FOR RESOLVING IDENTIFIED PROBLEMS

## Philippine HRH Master Plan

The strategic plan addressed the following strategic issues:

4. How should future HRH resources be developed considering the distribution of schools and the quality and focus of instruction? What HR information system must be maintained to generate the data needed to adequately manage human resources effectively?
5. What quality management systems should be maintained to ensure the updating and continuity of HRH development as it copes with a changing environment and responds to pressures of the external environment? What monitoring and evaluation schemes should be maintained to ensure continuous feedback and development of HRH systems?

# PHASE I: KEY STRATEGIES

## Philippine HRH Master Plan

### Phase 1 Key Strategies:

1. Finalization of the Master Plan
2. Rationalization and redistribution of key health worker categories
3. Analysis of current domestic employment and international migration practices and forecast trends in HRH deployment and develop new HRH deployment programs
4. Human Resource for Health Systems Development and Implementation including HHRIS
5. Research and Policy Development
6. Development of Evaluation and Monitoring Schemes for HRHMP

**Thank You !**