

Capacity Development in
Harmonization & Alignment
WHO's learning toolkit
for country teams



Capacity Development in Harmonization & Alignment (H&A): WHO's learning toolkit for country teams

Background

In response to the World Health Assembly Resolution 58.25¹, WHO has been developing, through a cross-organizational consultation and in consultation with partners, an interactive learning toolkit on harmonization and alignment.

The learning toolkit is a key element of WHO's overall strategy for meeting the capacity development needs of its heads of country offices and teams on harmonization and alignment.

Purpose

The WHO's capacity development strategy aims to better equip its country teams to take forward the harmonization and alignment agenda. Further alignment on each country health and development priorities and strategies, along with more effective

work with United Nations sister agencies and other partners should result in better health outcomes at the country level.

The H&A learning toolkit has been designed as a team building tool centered on WHO's new ways of working.

Content

The content reflects the following learning objectives:

- To introduce the five mutually reinforcing principles of the Paris Declaration and clarify the key concepts of harmonization and alignment.
- To identify possible roles and implications for WHO.
- To discuss some of the broader cross-cutting challenges and how these can be addressed.
- To recognize the benefits from working with others towards improved health outcomes and better partnerships.
- To provide update on national processes and international aid trends, mechanisms, and instruments.
- To identify 'entry points' to enhance the WHO country team's capacity to provide appropriate support and advocacy, and mobilize adequate resources for health.
- To begin to develop a strategic approach for the country team for improved aid effectiveness.

¹ WHA 58.25 United Nations reform processes and WHO's role in harmonization of operational development activities at country level.



Methodology

The learning toolkit has been developed based on best practice adult learning theory and is designed to be used during a three-day 'learning by doing' workshop, using a participatory approach.

In each session, participants build and develop their knowledge through group and individual exercises (scenario based, role play, debate, presentation, etc.) based on their own country experiences. In the process, the whole group begins to develop some practical outputs that can be used to start building a plan of action for the country team.

Structure

There are two H&A learning toolkit folders: a comprehensive 'facilitator' and H&A learning toolkit and a reference based 'participant' H&A learning toolkit for use during the workshop and as post workshop reference material.

The learning tool kit is divided into 10 sessions, each one includes exercises, worksheets, handouts and key information.

The learning toolkit includes:

- One CD Rom containing all the reference material used to develop the content.
- PowerPoint presentations for workshop facilitation.

The way forward

The H&A learning toolkit has been successfully tested/adapted in three countries (Malawi, Nepal, United Republic of Tanzania) with the participation of UN Agencies and other partners. Lessons learnt have been incorporated into the current generic version².

The H&A learning toolkit is a "living tool". It will be regularly updated and can be adapted to different country contexts and needs.

Most WHO regions are developing plans to use the learning toolkit to scale up their efforts on harmonization and alignment.

The learning toolkit can be adapted for building the Ministry of Health's capacity on harmonization and alignment. It also has the potential to be adapted as a capacity development and team building tool for the UN Country Teams and other health and development partners.

² For further information about the H&A learning toolkit, contact the Department of Country Focus (CCO) (countryfocus@who.int).

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