



GLOBAL LEADERSHIP

Over the last several years the global community has become more aware and active in addressing the human resources for health (HRH) crisis. The Capacity Project (2005-2009) provided technical leadership and advocacy to grow the global HRH movement that is so vital to improving accessibility and quality of health service delivery. CapacityPlus is now working to extend these strong partnerships, identify new ones, and provide leadership for addressing HRH issues at all levels—global, regional, and national.

CapacityPlus provides global leadership and advocacy that fosters action to address the HRH crisis. This includes contributing expertise and coordination to groups that are propelling global, regional, and country-level HRH efforts; enlisting people and organizations to join this movement for change; advancing the evidence base and making it possible for others to make use of those advances; and helping others to take on these leadership functions. Principal objectives of the project in global leadership include firmly establishing HRH issues and initiatives on the global and national health agendas and facilitating use of a contextually adaptable model that enables country-level stakeholder leadership groups to be a powerful force in advocating for and supporting HRH action and achieving practical outcomes.

Types of Technical Assistance

- Collaborating and playing a leadership role in global working groups to create HRH frameworks, guidelines, tools, and dissemination strategies
- Facilitating a global expert group to strengthen and advocate for increased emphasis on HR management
- Enhancing the capacity of regional partners in HRH leadership and advocacy activities and in dissemination of HRH tools to constituent groups
- Fostering application and effective use of the [HRH Action Framework](#) as the most comprehensive source of tools, guidelines, and resources for HRH professionals
- Supporting the formation and sustainability of national HRH stakeholder leadership groups
- Assisting the Global Health Workforce Alliance's efforts to strengthen country-level capacity to implement HRH plans.

Tools and Resources

- [HRH Action Framework](#)
- [Using Collaborative Approaches to Reach Human Resources for Health Goals](#)

In development:

- Stakeholder Leadership Group Guidelines
- Partnership Building: Practical Tools

Current Partners in This Area

Global Health Workforce Alliance, WHO HRH and HSS Offices, WHO Regional Offices, Africa Platform on Human Resources for Health, African Health Management and Leadership Network, Health Workforce Advocacy Initiative, Africa Christian Health Associations Platform, Positive Practices Environment.

Experts

Wilma J. Gormley, Training Resources Group (TRG), Global Partnering Team Lead

Wilma Gormley has worked as an organization development consultant for over 30 years. She is a founder of TRG, one of the partners on *CapacityPlus*, which has been in business since 1973. She has worked with a broad spectrum of clients such as USAID, World Bank, Global Fund, IMF, US Forest Service, and CARE International. Over the years she has provided organization development support in over 25 countries. Specializing in forming and maintaining effective partnerships, Gormley coauthored the Capacity Project technical brief, [Using Collaborative Approaches to Reach Human Resources for Health \(HRH\) Goals](#), and the accompanying [partnership-building toolkit](#). In the Capacity Project her responsibilities included serving as point person/technical team leader for all project work with the Global Fund and point person for project work in the Latin America and Caribbean Region.

James McCaffery, Training Resources Group (TRG), Deputy Director for HRH/Health Systems Strengthening

James McCaffery is a founding member of TRG and has over 30 years' experience helping to build the capacity of ministry planners, human resources management units, USAID missions, private sector groups, nongovernmental organizations, and community groups in developing countries. For *CapacityPlus*, he oversees and guides all health systems strengthening activities, with particular responsibility for partnership, policy, planning, and human resources management system strengthening initiatives. For the last 25 years he has played a major role in growing TRG into a well-respected consulting firm that has worked in 100 countries. His international work spans 18 countries in North and sub-Saharan Africa, Asia/Near East, and Central America, and includes strategic planning and system strengthening work with 10 USAID missions and four USAID bureaus. He has a PhD in education from the University of Wisconsin.

For More Information

- Contact Wilma Gormley, wgormley@capacityplus.org
- Visit www.capacityplus.org

CapacityPlus Partnership

IntraHealth International, Inc. (lead partner), Abt Associates, IMA World Health, Liverpool Associates in Tropical Health (LATH), Training Resources Group, Inc. (TRG)

Associate Partners

African Population & Health Research Center (APHRC), Asia-Pacific Action Alliance on Human Resources for Health (AAAH), West African Institute of Post-Graduate Management Studies (CESAG), Partners in Population and Development (PPD)

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