

*Department of Population, Family and Reproductive Health*

January 28, 2009

**PARTNERSHIP TRAINING AGREEMENT—STARGuide Seminar in Strategic Leadership and Management  
Term II, United States Field Residential**

*Agreement Summary:* Dr. Henry Mosley ( Professor, Department of Population, Family and Reproductive Health, Johns Hopkins University) and Dr. Ben Lozare (Associate Director and Chief, Training Division, The Johns Hopkins University Center for Communication Programs) agree to continue serving as special lecturers for the Future Generations Graduate School. This team offers an intensive one-week leadership training seminar based on STARGuide software developed for the Bill and Melinda Gates Seminar in Strategic Leadership and Management for Population and Reproductive Health.

*Connecting Courses:* Leadership and Organizational Dynamics  
Practicum: Prospectus Design  
Pedagogy of Place, USA

*Training Dates:* Tentatively scheduled for either the weeks of May 3 or May 10, 2010

*Partner Description:* Dr. Mosley and Dr. Lozare modify a leadership training program, known as STARGuide, for a one-week intensive course for the diverse practitioners enrolled in Future Generations MDP.

STARGuide stands for the **S**trategic **T**hinking **A**ction and **R**eflection Guide and represents an integration of the five leadership disciplines discussed in Peter Senge's "The Fifth Discipline" and the five necessary steps for developing an effective health intervention strategy. Initially funded through the Bill and Melinda Gates Leadership Training Program at Johns Hopkins University's School of Public Health., STARGuide's ongoing development is in response to the desire to enhance the training experience of present and future leaders from developing countries. Over the past 10 years, the Leadership Seminars have been conducted in over a dozen developing countries in Asia, Africa and Latin America.

The design of the Leadership Seminars builds on the concept that households are the primary producers of health and that the role of governments are to facilitate the household health production. The fundamental tasks of leadership are to generate a shared vision of a health future

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that people want to create and develop action learning organizations made up of all relevant stakeholders to realize that future. Participants in the Leadership Seminars, through the use of country specific health data and events, case studies and functional exercises, learn how they, as leaders, can engage others to leverage the substantial nonmaterial resources in their country redesign their health systems to more effectively and efficiently reach improved health outcomes. Learning is facilitated by the use of the specially developed STARGuide software package.

*Learning Objectives:* Introduces students to the principles of strategic leadership, placing these in the context of facilitating health systems change in developing countries. Covers the following topics: mental models and the household production of health, systems thinking and strategic leverage, personal mastery and commitment to change, action-learning principles and practice, shared vision and creative tension, the theory of constraints and root cause analysis, strategy design and key moves, implementation with accountability, and linking data to action. Develops leadership skills via interactive computer exercises using STARGuide software, small group work and class presentations.

A handwritten signature in black ink that reads "W. Henry Mosley". The signature is written in a cursive, flowing style.

W. Henry Mosley, MD, MPH  
Professor