## Terms of Reference Management Development Training

BACKGROUND:  
Malaria Consortium is an international organisation working primarily in Africa and Asia on communicable disease control. Working closely with Ministries of Health (MoH), academic institutions and a range of partners, Malaria Consortium is involved in all aspects of malaria control from policy and strategy development to implementation, monitoring and evaluation and operational research. Malaria Consortium also works on the control of other communicable diseases, including tuberculosis, diarrhoea and neglected tropical diseases. Malaria Consortium has offices in eleven countries in Africa and Asia and a head office in London, UK.

Malaria Consortium employs technical specialists and those with specific technical skillsets, this includes managers. As part of its commitment to People development, MC is looking to provide its managers with Management Development training to create a common approach and good practice in effectively managing teams.

It is expected that at the end of the training, managers will be more confident in guiding and managing diverse teams, handling challenging situations and understanding MC Management policies and processes.

## Audience

The audience taking part in this training will be senior level managers in the country programmes, those with a reporting line to the Country Director. Depending on the Country context this may also include those managing larger projects who do not report directly to CDs but are manging large teams.

This group of managers have not had opportunities in the past to grow in their management role but are aspiring to do more and to grow skills in this area. It is important for them to have a common understanding of what it means to be an effective manager in MC and have the confidence to know how to fulfil the expectations of this role.

Country Directors and line managers of those attending will be involved in the programme by supporting the: selection process, identification of individual areas of focus and provision of feedback.

## Areas of learning

The areas of management development to focus on are:

* Goal-setting & planning; empowering team members to complete work objectives on time and coordinate activities
* Understand ways of motivating and coaching team members; dealing with under‐performance and providing constructive effective feedback and being open to hear feedback; managing conflict, creating an empowering and motivating work environment.
* Building self-awareness and personal productivity (incl. time management)
* Increasing influence & communication skills
* Problem-solving skills
* Self-management & stress management
* Understanding organisational culture & values and their role in creating and nurturing it

## EXPECTED OUTPUTS:

* Two cohorts of managers will be enrolled in a management development course by the end of December 2021
* The course will be online to allow a mix of learners from different countries to mix in the cohorts
* Managers will have built new relationships with other MC managers and will have increased opportunities for exchange and learning between employees in different contexts and countries