

# NATIONAL HEALTH STRATEGY

Project 4.2.5

Program brief: **Tabadul alkhibrat**



تبادل الخبرات  
LEARNING THROUGH SHARING  
GLOBAL HEALTH PARTNERSHIP PROGRAM

**TRANSFORMING  
HEALTHCARE**



## Introducing *Tabadul alkhibrat!*

**Why Tabadul alkhibrat? Because skilled healthcare professionals are the cornerstone of a country's health sector.**

Tabadul alkhibrat is a comprehensive framework for international health partnerships to build critical workforce capabilities in Qatar's healthcare sector.

The workforce capabilities will be built by utilizing different techniques such as experiential learning, project work, or work shadowing executed in collaboration with a partner organization.

- Tabadul alkhibrat will enable healthcare providers in Qatar to adopt best practices based on personal observations and interactions with the partner organizations.
- It will lead to improving the overall state of Healthcare in Qatar through implementation of knowledge, skills, and insights gained through this program.
- Tabadul alkhibrat will also allow for Qatar's health sector to be represented in a positive way abroad and help bring Qatar to the forefront on international collaborations in Healthcare.



## **Tabadul alkhibrat is integral to our National Health Strategy**

**Establishing this program is part of delivering Qatar's National Vision 2030, the National Development Strategy 2011-2016, and the National Health Strategy 2011-2016 which aims to deliver a world class healthcare system in Qatar.**

Qatar's National Development Strategy states -

*"Skilled healthcare professionals are the cornerstone of a country's health sector..."*

*Healthcare workers are key agents of change, reform and innovation, driving continuous improvement in health service delivery...*

*The healthcare workforce must be thus developed, respected and adequately resourced."*

To attain sustainable results in developing the health workforce, Qatar aims to dramatically enhance the inflow and retention of healthcare professionals, and undertake long-term capability building actions backed up by political commitment and adequate investments.

Experienced Staff Exchange Program is one of such actions.



## Key concepts related to *Tabadul alkhibrat*

**The program is based on strategic themes which reflect cross-entity national strategic priorities of Qatar where this program can create a substantial impact.**

The first key concept of *Tabadul alkhibrat* is that it is based on strategic themes, which were decided basis analysis of strategic healthcare priorities and guided by extensive stakeholder engagement from SCH, HMC, PHCC and QCHP. The identified themes for initial three years include Leadership, Screening and Risk Management, Diabetes, Mental Health, Cancer, and Cardiovascular.

The second key concept of *Tabadul alkhibrat* is that it is designed on the six dimensions as described here.



This program will be governed by an Implementation

Committee accountable for Program execution, monitoring and evaluation, including commissioning and decommissioning of Strategic themes, and overseeing the annual program cycle.



*Tabadul alkhibrat* is a program for *targeted strategic skill-sets* as defined by the strategic theme. The program is being integrated into workforce planning, learning and

development, performance management, leadership development, reward and recognition of healthcare professionals.



Tabadul alkhibrat is leading to setting up of *mutually beneficial partnerships* with like-minded institutes (hospital/ hospital system/ academic medical center/ non-healthcare industry players) globally which can cater to the strategic intentions of one or more program themes.

### SOME OF OUR WAVE 1 PARTNERS

- ✓ The King's Fund
- ✓ Mayo Clinic
- ✓ Better Value Healthcare
- ✓ Harvard Medical School
- ✓ Leicester Diabetes Centre
- ✓ Cambridgeshire & Peterborough Partnership Trust
- ✓ Cleveland Clinic
- ✓ Republic of Korea, Cancer Hospital
- ✓ Maudsley International
- ✓ The Royal College of Physicians and Surgeons of Canada
- ✓ The Royal College of Surgeons Ireland



Tabadul alkhibrat is being planned and executed as a multi-stage multi-year program with annual cycle with a clear emphasis on *experiential learning* and solving a real problem/ challenge being faced by Healthcare sector.



This program is striving to move away from a transactional approach of *rewarding participants* and towards a more *strategic approach* that includes incentives for long term impact, recognition and career development.



The *brand* 'Tabadul alkhibrat' represents the unique and differentiated value of this program not just for the healthcare sector but for the the community at large. The

name reflects the focus on international partnerships and the spirit of sharing knowledge.

### Logo for Tabadul alkhibrat



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The logo for the Tabadul alkhibrat represents the ambition and the ethos of the program. At the center of the logo is Qatar's map enclosed in the palms which represent that the well-being of Qatar's citizens is at the heart of this initiative. The Globe itself signifies the reach of this initiative, learn from varied experiences. The color gradient (yellow to green) is symbiotic of evolution of Qatar Healthcare through development of Healthcare workforce, while the three wrapping arrows reflect the spirit of partnership and mutual collaboration that is the central tenet of this program.

## The planned pilot for *Tabadul alkhibrat*

**A pilot for this program comprising of around 10 participants around the strategic themes of Leadership, Screening and risk assessment, Diabetes, and Mental Health is being planned to meaningfully learn from the experience and enhance Program design before implementation.**

The Pilot process encompass the 4 strategic themes will be governed by NHS 4.2 Joint HR Committee with aid and advice from 'Theme Sponsors'.

In order to manage all aspects of the Pilot program, a specialized role of 'Prime Facilitator' for each entity has been created as a primary liaison between the participants and the project team. They will help facilitate the on-boarding process and make sure that the exchange policies are in line with their organization's policies.

Themes	Theme Sponsors	Prime Facilitator
Leadership	Ms. Samar Hussain Maad, Director, Human Resources, Human Resources Department, SCH	Ms. Hanan Al Burno, Learning programs Planner I, Human Resources Department, SCH
Screening and risk assessment	Ms. Flora Asuncion, Assistant Managing Director, Clinical Affairs, Operations & Workforce Development, PHCC	Ms. Layla Aljasmri, Assistant Executive Director of Workforce Development & Training, PHCC
Mental Health	Mr. Terence Sharkey, Executive Director, General Directorate of Health Affairs Department, and National Mental Health Implementation Team Lead, SCH	Ms. Sima Haririan, Workforce Development- Clinical Education, PHCC

Themes	Theme Sponsors	Prime Facilitator
Diabetes care	Professor Abdul-Badi Abou-Samra, Chairman of Department of Internal Medicine, and Co-chair of Diabetes Strategy 2016 – 2022, HMC	Ms. Hessa Al Mannai, Assistant Executive Director of training and development, HMC

Each exchange program during the Pilot will be uniquely designed by the Theme sponsor and the Partner organization to cater to the specific needs of the specific participant.

## An overview of the learning interventions designed for the pilot program.

### LEADERSHIP

**45 days of immersive Action Learning experience both at SCH and NHS entities in UK**

For the purpose of the pilot, a specialized program, 'Leadership program for developing Public health leaders' has been designed with a focus on high-potential Qatari Nationals to develop requisite leadership capabilities for furthering equitable, proactive, effective and accessible Public health in the State of Qatar.

### SCREENING AND RISK ASSESSMENT

**16 week program with both inbound and outbound exchanges**

The pilot program will provide screening program managers with the necessary technical and leadership skills to learn about, facilitate the knowledge transfer of, develop and implement population-based screening programs.

### DIABETES CARE

**12 week program with both inbound and outbound exchanges at different partners for Adult and Pediatric Diabetes**

The program for Adult Diabetes will focus on patient management and education through behavioral change using the motivational approach for lifestyle modification. The Pediatric program will focus on advanced technology of diabetes treatment and management.

### MENTAL HEALTH

**9 – 12 week program with outbound experiential learning and inbound multidisciplinary team building workshops**

The program aims to build capacity for primary care family physicians (mental health champions) by providing knowledge transfer in a number of key areas such as Cognitive Behavioral Therapy, administration of psychotropic medication, and psychological therapies in primary care settings.



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**NHS PROJECT 4.2.5: KEY CONTACTS**

**Senior Responsibility Officer:** Ahmed Al Khulaifi, ASG,  
Administrative Affairs, SCH

**Project Director:** Samar Hussain Maad, Chair JHRC, Director of  
HR, SCH and Director for NHS Project 4.2

**Project Manager:** Hanan Ahmed Abdelmajeed, Chair Project  
subcommittee, Acting Head of Performance Management  
Section, SCH

Project Sub-committee:

- Hanan Ahmed Abdelmajeed, Chair ESEP subcommittee,  
Acting Head of Performance Management Section, SCH
- Jerin Ayisha, Functional & Institutional Performance  
Evaluation Officer, SCH
- Banan Al-Arab, GME Administrative Director, HMC
- Jacqueline Sullivan, Director of Nursing Education (CF), HMC
- Tawfiq Abd Elqader Elraoush, Sr. Educator, CNE Lead  
Planner, HMC
- Lynda Mary Harper, Career Development Manager, HMC
- Layla Al Jasmi Assistant Executive Director of Training and  
Development, PHCC
- Richard Joseph Kevork Edge, HR & Workforce Consultant,  
PHCC
- Yasser Morsy Clinical Pharmacy Specialist/ Senior Clinical  
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