



LOVE IN ACTION ETHIOPIA (LIAE)

Promoting High HIV Project 'Performance-Management'
Culture (HPPC)

Aklilu G. Shomoro

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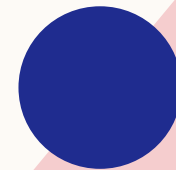
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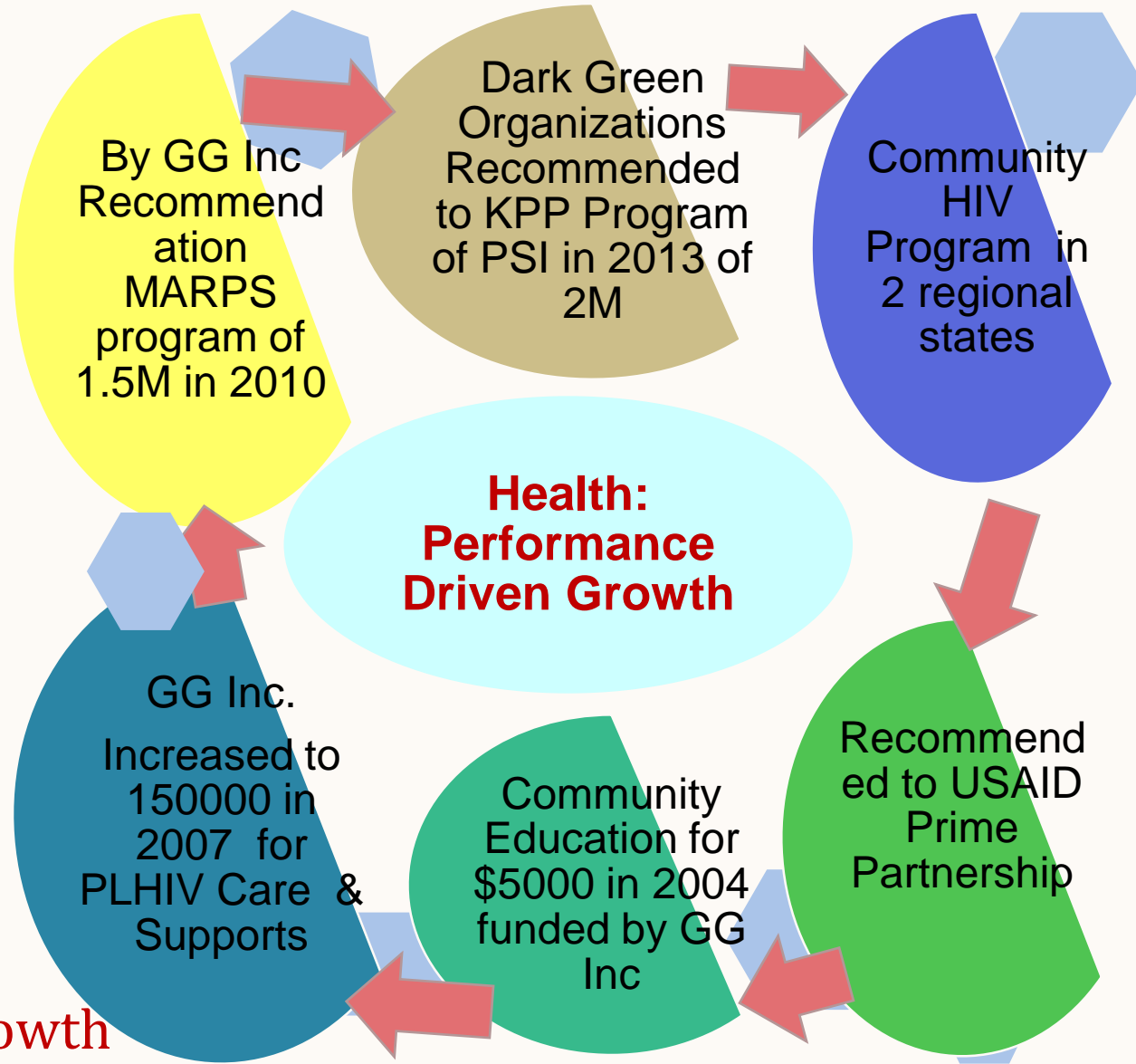


BACKGROUND

LIAE/Implementing Partner, has/ been

- Working in 497 districts of 8 Regional States for 20 years
- Invested 52+ major projects valued about \$85M.
- Strategically focusing on Education, Health, Capacity Building, Economic Strengthening and Good Governance
- Good systems for IT, RM, quality, data, CM & safeguarding.
- It has developed its own MODELS of Development on: ES; Marginalization; Education Quality; KSH Management; Citizen/Community Engagements: etc.
- Considered as one of the vastly and fast growing in Ethiopia.

- LIAE was known by funding, community and government partners for its records of high project performance.
- Sampled as follows



One Education Project Performance Driven Growth

LIAE HAVE BEEN COVERING 497 WOREDAS OF EIGHT REGIONS

LIAE has been implementing USAID funded HIV and OVC care project in Gambella Region mainly targeting OVC; Adolescents (9-14) and PLHIVs

Activity Title: "HIV epidemic control grant for local OVCs services in Gambella region."

Key Priorities:

HTC:

Care and Treatment:

OVC Mitigation:



Rich with Natural Resources & Arable Lands (Farms of 130K Hec.)



Beauty Faces and Good Sides of Gambella Region



Key Challenges of Gambella Regions





The long and risky journey on foot by LIAE Team to get the hardest to reach communities for ART services



Flooded HIV Clinic



LIAE Staffs crossing stick made risky bridges and the most spectacular river banks by carrying the entire load of their health materials

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The district police announced that 55 illegal Kalashnikov weapons have been seized in Etang special district.

The community has called for the cooperation that the armed forces ordered to continue.

From Gambela Region Government Communicatio... See more
Translated from Amharic



High Impact Security Challenges:
Seized Weapons from one of the Conflicts in Gambella which thousands of people left homeless

HPPC IDEA Creation:

As Mentioned LIAE Is Known/Recognized By Partners And GO:

- **For Its High Achievements and performances**
- **Its team is high performance team**
- **Organization always committed to maintain this valuable image**

When We received Opportunity from USAID To Be A Prime Gambella region, we were excited too much.

But:

The team had points of worries on how to maintain the existing high performance: in scopes and contexts of the biggest challenges of Gambella Region.

The Team finally believed to design high-impact strategies that can have effect on various phases of the new HIV program performances-Leadership, Creation of Resilient HR Team, Program Coordination, Communications, KSHs, etc.

In the middle of team discussions and strategic design process, LIAE HPPC approach was created and introduced to the USAID funded HIV and OVC project. The team agreed that it to be one of the tools to keep up organization performances on the new USAID funded project.

Honestly speaking, even though there are other **Interrelated 'Management-Factors' Contributed** to the high performance of HIV project, **Creating and Mainstreaming High Program Performance Culture (HPPC) Is The Major One.**

HPPC APPROACH IN LIAE

PURPOSE: The purpose is to achieve and maintain high HIV project performances in regular basis.

LIAE Concept Understanding of HPPC:

For LIAE, from practical point of view we define HPPC as

- HPPC is simply **re-organizing/re-thinking program management** approaches, tools and processes in a way they can contribute to high performances on service delivery.
- It is also **re-investing on performance of people**, relationships and organization ecosystems
- It is also **regularization** of high performance agendas
- It is also having clear **understanding** of high values, goal and objectives of the organization
- It is also creating understanding of **high expectations of the organization, partners, and beneficiaries**.
- Not only that, it is **mutual clarification** of high expectation of employees and their supervisors.
- It is seen as a good approach to transform human resources of LIAE into **human capital** (HR-to-HC)

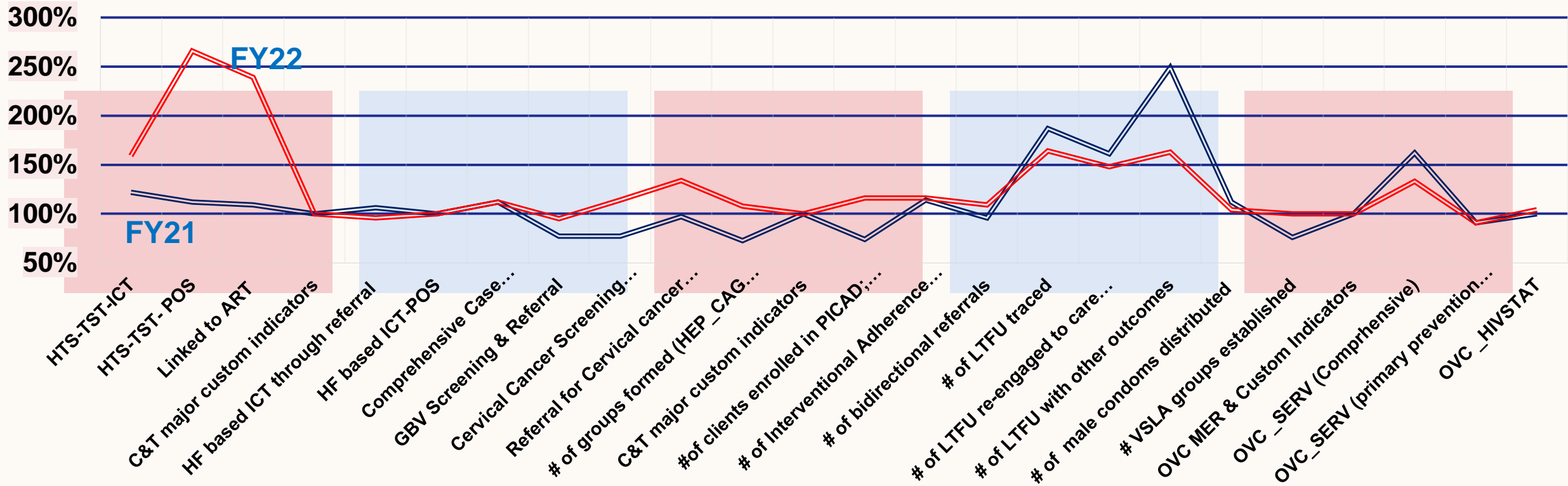
1. Cast and mainstream the HPPC idea and spirit. (**Behaviors and norms** }
2. Organize program managers/leads as HPPC follow up team
3. Regularly conduct JSS or Joint Integrated Supportive Supervisions (JISS)
4. Organize all Key Stakeholders under one command structure based on their relevant responsibilities
5. Incorporate simple micro-planning processes to the projects
6. Implement 'Real-Time Feedback Management' (RFM) to follow project progresses on daily basis.
7. Others

RESULTS: GENERALLY,

In FY21,
Out of the 23 key and custom indicators;
❖ 74% of them are above 100% and
❖ most of the remaining indicators are between 90-99%

In FY22
Out of the 21 key and custom indicators;
80 % of them are above 100% and
14% are between 90-100% and
4% are below 90

PERFORMANCES BY KEY INDICATORS



CONCLUSION

Finally,

LIAE want to prepare standard documents on HPPC development and share the well-articulated experiences with other similar organizations.

We have plan to adopt to other organization management ranges and programs

We will plan to design well defined milestones and clear MELA systems.

NAME: AKLILU G.MICHAEL SHOMORO

EMAIL:

aklilug@loveinactionethiopia.org/
aklileg@yahoo.com

THANK YOU