



# Virtual Fostering Change Program

Transforming Organizations to Improve Health



The Virtual Fostering Change Program (VFCP) is an Internet-based blended learning program that guides teams through the change process and enables teams to introduce and scale up a proven health intervention best practice. The program is facilitated by experts in public health and change management. Part I of the program includes an introduction to fostering change, selecting a best practice, and developing an action plan to introduce the change. Part II supports teams through the introduction of their best practice. Part III guides teams through the process of creating a scale up plan. Part IV concludes with support to bring the best practice to scale.



## EXAMPLE PROJECTS

- Decentralization of postabortion care services from tertiary care facilities to health centers and health posts.
- Strengthening postabortion family planning as an integral component of postabortion care service delivery.
- Community mobilization to increase knowledge and use of community-based distribution of injectable contraception.

## Program Objectives

The objective of the VFCP is to support teams to connect best practices with a proven change process to ensure that interventions are taken to scale and have lasting impact. Through the VFCP, teams are enabled to:

- Identify and adapt best practices that will improve health outcomes in their settings
- Implement an introduction of a chosen best practice
- Develop a plan for scaling up a chosen best practice
- Scale up a chosen best practice
- Support and participate in a network of leaders in health institutions
- Develop professionally and personally

## Program Content

The VFCP methodology is based on the Implementing Best Practices (IBP) Initiative's *A Guide for Fostering Change to Scale Up Effective Health Services*, and the ExpandNet *Nine Steps for Developing a Scaling Up Strategy*.



## PROGRAM REQUIREMENTS

### ORGANIZATIONAL

The VFCEP is suitable for teams in charge of introducing new policies and practices. Examples include Ministry of Health National, Regional/Provincial or District Technical Program Teams, Technical Program Teams from FBOs and NGOs working at the district, regional/provincial or national level.

### TECHNICAL

- Reliable access to a computer connected to the Internet
- Minimum 56 Kbps modem connection speed
- Internet Explorer 5.1 or higher

### TIME

Organizations must guarantee the participation of their team and provide four to six hours per week during the work week for the team to meet and complete the program assignments. The complete program lasts from 9 to 12 months depending on the length of Parts II and IV.

Part I of the VFCEP is organized into five modules delivered over 12 weeks. During this time, teams develop the products necessary to select and adapt their chosen practice and create an action plan to introduce that practice in their own setting. Following Part I, teams work on implementing their action plan for a period of several months. Teams stay connected to the VFCEP and facilitators through monthly video conferences to present progress, receive technical assistance on action plans, and learn more about select best practices and change management.

Part III of the VFCEP consists of two modules delivered over 6 weeks and focuses on the scale up of the selected best practice. Teams use the Nine Steps for Scaling Up to develop action plans to take their successful best practices to scale. The program concludes with several months of virtual support to the teams as they implement their scale up action plans in Part IV.

The VFCEP is available in English and French.

## Results

Through the VFCEP, participating teams will:

- Introduce and scale up a select best practice or set of practices
- Improve health outcomes in their settings
- Build skills in leading and managing change
- Strengthen individual leadership and management skills
- Improve teamwork

*“It is not the strongest of the species that survives, nor the most intelligent, but rather the one most responsive to change.”*

—Charles Darwin

## For more information about this program

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