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SUPPLY CHAIN SUMMIT

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# Strengthening the Role of the national and Regional supply chain professional Association along with the PSSP:

## Sustainable Solution for HR 4 SCM in the Developing Countries

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# Plan

1

**Background and Interventions**

2

**Methodology**

3

**Results**

# Background 1

60-80% of humanitarian and health funds are used for logistics (Van Wassenhove, 2006), which should be effective if the humanitarian community can meet the growing need.

According to the World Bank Logistics Competencies, Skills, and Training survey, <http://dx.doi.org/10.1596/978-1-4648-1140-1>, there is a very close relationship between the Logistics Performance Index country or region and GDP per capital.

For example, 43% of subjects indicated that the availability rate of logistic managers, especially those with the most sophisticated responsibilities, is low or very low.

At the same time, there are skills gaps of between 20% and 30% at all levels of responsibility in South Asia and sub-Saharan Africa. This image is nuanced in Asia Pacific and East where the lack of administrative and managerial staff is more severe than that of operational and supervisory staff. In North and East Africa, the failure rate of managerial staff (11%)

# Background: 2

According to the World Bank study, the prevailing view is that most logistics skills are common regardless of sector or field, although disaster relief operations, for example, require specialized training to acquire both "contextual" skills and the ability to respond quickly to unforeseen events. This creates the need for specialized training programs in humanitarian, health, agricultural, educational and environmental matters for personnel working in logistics at different levels.

Several other studies in the health field have shown that to be effective, supply chains require a skilled, recognized and supported workforce with significant technical and managerial capabilities. This requires that governments, the private sector and national health institutions seek, recruit and retain appropriately qualified personnel for senior positions in the supply chain.



# Interventions:

Our interventions to meet the challenges of availability in quantity and quality of specialized human resources in logistics in Benin involved:

- the establishment of the Association,
- the definition of the strategies and its organizational framework for its good governance, its leadership,
- its visibility in the field, and its positioning country and beyond,
- resource mobilization and membership growth over time.

## Methodology and strategy

We have worked with various professionals and technical partners to make the association sit on a good foundation and to clearly outline the scope of its missions in order to position it strategically:

- Realization of a national and international market research to position itself not only strategically for the challenges of the moment but also those to come or that would continue to exist even after a century



## Methodology and strategy

Prioritization of two DAS (Health and Transportation) to serve as development and strategic positioning of the organization,

- Conducted two academic research in two different private health facilities on the importance of setting up a hospital logistics organization,

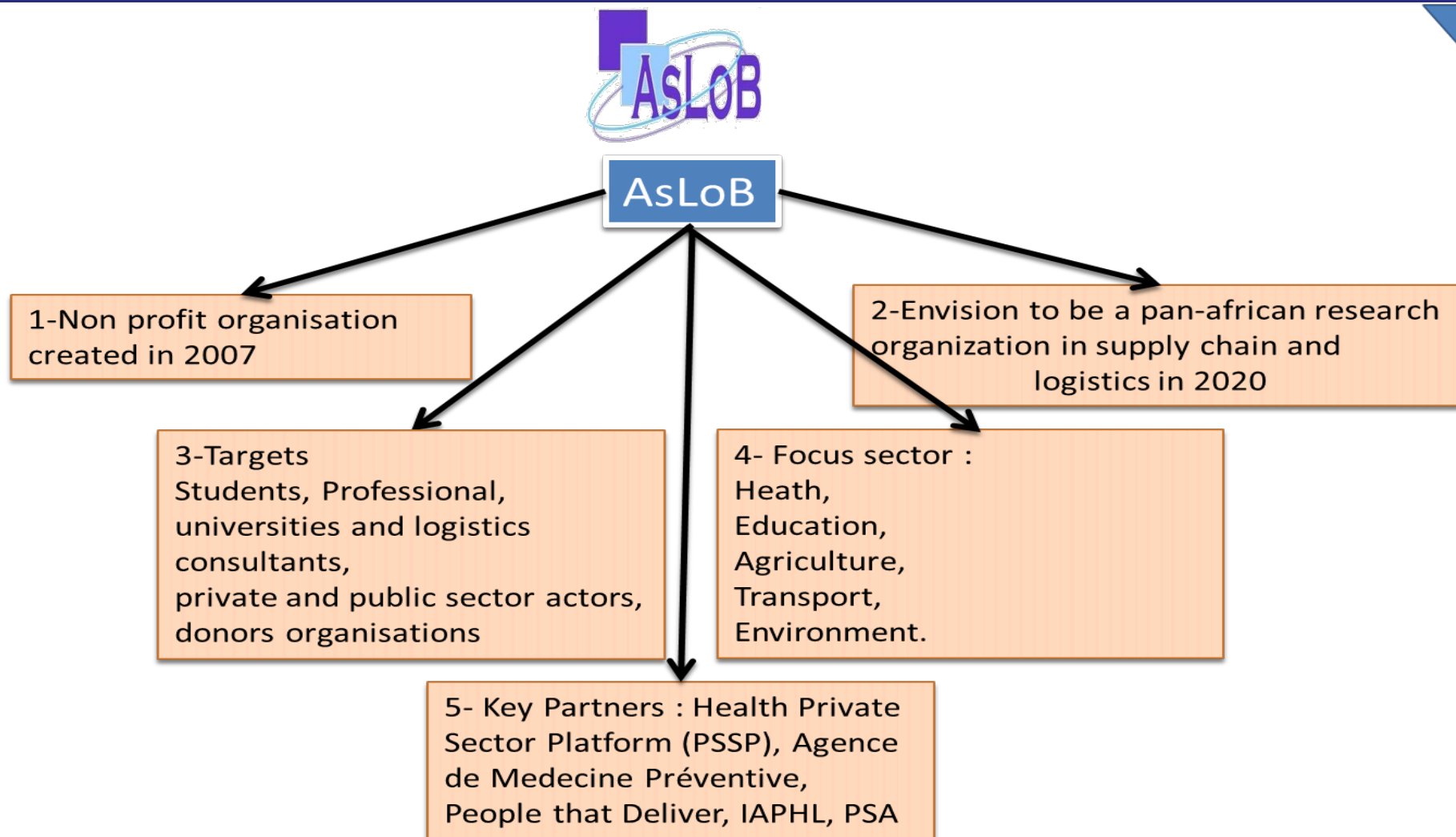
- Development of the 1st strategic plan 2011-2020 of the association according to the method of the cartography of the incidences (outcomes mapping method),

## Methodology and strategy

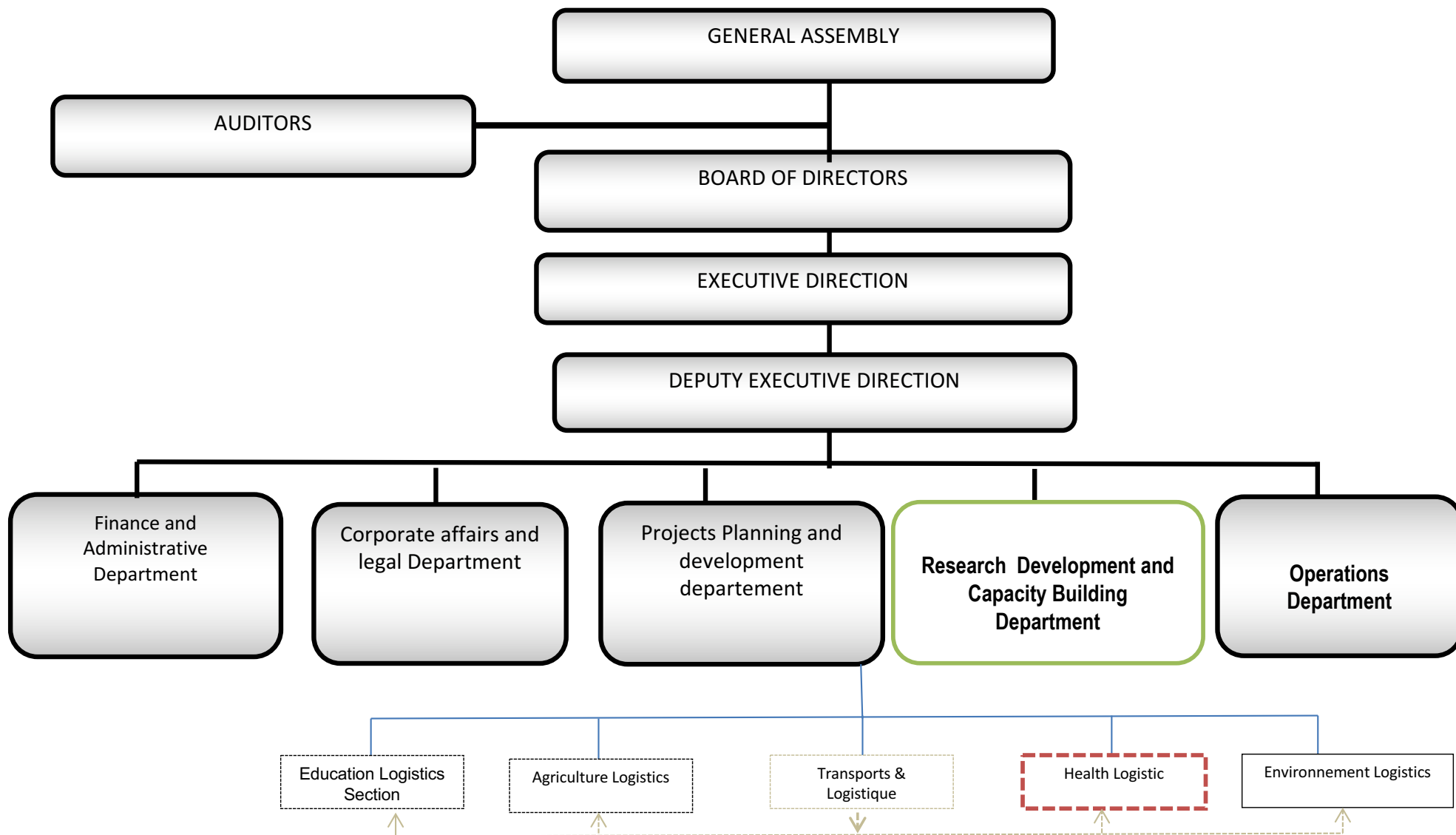
- Change of the headquarters of the association to accommodate ENEAM given the priorities defined by the strategic plan among which students, professionals, researchers, private sector organizations, government structures, donors become our key partners to impact by our actions outside the populations,
- Development of the resource mobilization plan, the manual of operational, administrative, financial and accounting procedures,
- Development of the motivation plan of the members according to the FMEA method,

# RESULTS

# Association des Logisticiens Béninois



# AsLoB Organisational Chart



# RESULTS in Comparing to the GAVI Theory of Change

# **GAVI – PSWG Professional Associations Theory of Change – Two Options Summary** (1st April 2016-Discussion)

## **Option A**

**Influence the Private Sector and Professional Associations to work more closely on skills development of private sector cadres in target countries**

**Private Sector create demand for support from Professional Associations because they see the value and are prepared to fund (direct, or through sponsorship of employees).**

**Associations follow the demand created by the private sector. Talent pool for Supply Chain is enriched in target countries**

**Public Sector led Vx programmes in target countries benefit from an enriched and available pool of Supply Chain talent:**

- **Public Sector recruit directly from this pool, into SC Mgmt roles**
- **Public Sector have the ability to sub-contract some SC ‘operational’ work to a capable Private Sector market of providers.**

## **Option B**

**Influence the Public Sector on the benefits of professional association membership in improving the skills, motivation, retention, capability of staff. GAVI showcase examples of how prof. associations, public and private sector operate together in more developed markets, to encourage governments to prioritise engagement with associations:**

**Develop models with specific countries or with trans-national bodies for how accreditation and other services will be:**

- **Valued in recruitment and performance management processes.**
- **Embedded into training and career development tracks for public sector workers.**
- **Funded, either directly, or through sponsorship of employees)**
- **Sustained, long term to account for attrition**

**Public sector led Vx programmes benefit from increased professionalism of their existing and newly recruited staff, and improve retention of skills and capability**



## Option B Recommended Next Steps:

### Clarification / Detailing of the Theory of Change:

- Find and document the case studies of Private / Public / Association convergence to highlight
- Define roles of different organisations that would need to exist to make the theory of change reality
- Estimate costs of implementation, possible shared value model with funding from Private / Public sources
- Define compelling business case to pitch to targeted sources of funding

### Alignment amongst Donors:

- Within GAVI, the initiative needs funding for the steps above, and an owner to drive the effort
- Amongst GAVI and other donor organisations, target stakeholders need to be identified:
  - Next Steps Collaborators – people that will support / fund the efforts above
  - Connectors – people that can link GAVI to other donor organisations and sources of funds
  - Initiative Sponsors – people that will be targetted to sponsor the ToC once developed

### Buy-in from Professional Associations:

- Engagement already started, next step to share and seek feedback on the theory of change once developed to the next level.
- Post feedback on the model from PA's, decide on a strategy of engagement with one / few PA's, or continued broad engagement

### Engagement of government bodies (trans-national or national):

- Determine stakeholder engagement strategy:
  - Entry point to be Public Sector: Public Service Commission, MoH Director, MoH HR, Vx Prog Mgmt?
  - Forum for engagement? – Upcoming events with a Human Resources / Talent Management focus?
  - Preparation required? – What level of detail / business model / business case is required ?
- Define whether ideal management body is existing public sector / private sector or new joint venture?





# AsLoB's Theory of Change to Win the Battles: Key accomplishments to date and future challenges

National and International Key Partners:	Key Activities	Value Propositions	Channels	Customer Segments
<ul style="list-style-type: none"> <li>Partners org:</li> <li>✓ AMP since 2015</li> <li>✓ PSSP since 2015</li> <li>✓ Government</li> <li>✓ IAPHL since 2012,</li> <li>✓ PtD since 2014</li> <li>Educational Establishments:</li> <li>✓ ENEAM – UAC since 2009</li> <li>✓ IRSP since 2015</li> </ul>	<ul style="list-style-type: none"> <li>Event Planning</li> <li>Mentorship Brokering</li> <li>Journal Curation</li> <li>Award Administration</li> <li>Certification Administration</li> <li>Advocacy</li> </ul> <b>Key Resources</b> <ul style="list-style-type: none"> <li>Website &amp; social media</li> <li>Physical Presence</li> <li>Intellectual Capital (training and cert.)</li> <li>Member Details</li> </ul>	<p>Core Products/Services:</p> <ul style="list-style-type: none"> <li>Courses</li> <li>Mentorship</li> <li>Networking</li> <li>Journals</li> <li>Awards</li> <li>Certification</li> <li>Job Vacancies</li> <li>Legal Advice</li> <li>Careers Guidance</li> </ul> <p>Pricing and Costs:</p> <ul style="list-style-type: none"> <li>Bundled/Unbundled</li> <li>Costs to access (Fees + e.g. travel)</li> </ul>	<ul style="list-style-type: none"> <li>Online Channels</li> <li>Industry Conferences / Learning Events</li> <li>Educational Establishment Partnerships</li> <li>Regular Corporate Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Available Membership Types (Part, Limit: Students, donors, business corporate ,)</li> <li>Industry: Health, Education, Agriculture, Environment et les transports</li> <li>Professionalization Specialization, Integration v/s Vertical</li> <li>Career Levels Served</li> </ul>
<b>Cost Structure</b> <ul style="list-style-type: none"> <li>Relative Cost per Key Activity</li> <li>Relative Cost of Key Resources vs. Activities</li> </ul>		<b>Revenue Streams</b> <ul style="list-style-type: none"> <li>Corporate Membership – Fee and Volume of Members</li> <li>Individual Membership – Fees and volume (by Member type)</li> <li>Non-Membership Revenues – Service Fees</li> <li>Non-Membership Revenues – Grants and Donations</li> </ul>		



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# 10 ans d'anniversaire d'AsLoB

10 ans de promotion de la logistique  
au service du développement

14 Octobre au 30 Novembre 2017

Association des Logisticiens Béninois

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**2017**



1

### MINI-ATELIER DE FORMATION

Thème : « La logistique au service du développement, contribution à l'atteinte des ODDs »  
Date : 28 Octobre 2017      Heure : 8H30  
Lieu : Auditorium, ENEAM

2

### SEMI MARATHON

Date : 04 Novembre 2017

3

### DISCUSSIONS THEMATIQUES EN LIGNE

✓ Logistique au service du développement  
✓ Logistiques et genres  
✓ Le rôle des associations professionnelles en logistique dans la pérennisation des investissements en renforcement de capacité

<https://knowledge-gateway.org/iaphl/benin>

Dates : 21 Octobre, 11 Novembre, 25 Novembre 2017

4

### CELEBRATION DES 10 ANS

✓ 2007 à 2017 : 10 ans de vie pour l'ASLoB, historique et l'état des lieux  
✓ L'ASLoB à la croisée des chemins : quelle vision pour quels résultats ?      Date : 25 Novembre 2017



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#AsLoB10Ans

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Partenaires



15-17, 2017



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