



STEP 2.0, Leadership Programme Zipline

Webinar 3

21st August 2025



Geneva | New Delhi | New York





Let's Get Ready for the Workshop

01

Completing PPA 4 Assignment (15mins)

02

Completing Step 4 of Your Transformation Challenge (10mins)

03

Break-out session (30 mins)

04

YTC Peer Reviews during the Workshop (10 mins)

05

YTC Participant Workbook Walkthrough & Post-Workshop Assignments (15mins)

06

Workshop Logistics and Next Steps (10mins)



Introduction to STEP Programme Preparatory Assignment 4

PPA 1

**Your True Colors™ Personality Assessment
(Orange, Green, Blue, Gold)**

PPA 2

**Your Preferred Learning Style
(Seeing, Hearing, Feeling)**

PPA 3

**Your Personal Leadership Style
(Directing, Coaching, Supporting, Delegating)**

PPA 4

**Your Leadership Competency Profile
(Lead, Shape, Plan, Act, Evaluate)**

LET'S LEARN MORE ABOUT YOU!

This assessment is not scored but will be taken several times during the program to check on your growth and progress.



PPA 4: Your Leadership Competency Profile Assessment ...

- STEP 2.0 was built to develop and re-enforce a subset of strategic leadership competencies referenced in the [People that Deliver's \(PtD\) Health Supply Chain Competency Framework for Managers & Leaders.](#)
- The PtD framework identifies six (6) broad areas (or domains) for supply chain managers and leaders to assess their personal and personnel's capabilities to work in health supply chains. Two (2) of these domains are specific to the non-technical aspects of the leader's job. They are:
 - **Resource Management:** The competencies which are required by a worker to be able to manage money/people etc., to ensure the system work effectively.
 - **Professional and Personal:** The competencies which are required by a worker to be able to manage his/her day-to-day responsibilities and create a path for future career development.
 - This includes competencies such as communication, stress management, management skills, problem solving, planning and organisation, team working, managing people, supervising, and mentoring.

LET'S LEARN MORE ABOUT YOU!

This assessment is not scored but will be taken several times during the program to check on your growth and progress.



PPA 4: Your Leadership Competency Profile Assessment ...

- For this assignment, you will rate yourself on a scale of 1-5 based on your current ability to do the work (or meet the requirements) referenced in the statement.
- Take the time to **reflect and be honest with yourself**. Honest reflection will allow you to truly see where you are strong but where you can also improve. Only you, your coach and our facilitators will see the answers you provide.

This assessment is used to evaluate the effectiveness of the programme by measuring changes in the self-ratings of your competency level throughout the programme.

LEAD *

	1- I have NO ABILITY to perform the work/tasks described	2- I have LIMITED ABILITY to perform the work/tasks described	3- I am PROFICIENT in the work/task described	4- I am HIGHLY PROFICIENT in the work/tasks described	5- I am an EXPERT in the work/tasks described
Undertake inclusive and consultative strategic planning to establish strategic objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identify emerging trends and practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LET'S LEARN MORE ABOUT YOU!

This assessment is not scored but will be taken several times during the program to check on your growth and progress.



PPA 4: Your Leadership Competency Profile Assessment: Google Form

STEP 2.0 KENYA Program Preparation Assignment 4

You and Your Plans Part 2 - Strategic Training Executive Programme (STEP)

This assignment is designed to help you establish your baseline Leadership Competency Assessment profile.

* Indicates required question

Email *

Your email

Personality and Priorities

Overview

The ability to effectively lead others requires self-awareness. Lacking knowledge of yourself and what motivates you is often the difference between being a good leader and being a great leader. This series of learning activities will help you develop an understanding of key areas where you are strong and other areas that are not. These exercises will help you learn your best approach to build and lead successful teams, communicate effectively, and sustain relationships as a collaborative leader.

Assignment learning objectives

Upon completion of this assignment, you should be able to:

- Establish your baseline Leadership Competency Assessment profile
- Increase your personal self-awareness by assessing individual strengths and opportunities for improvement
- Identify specific areas where you will impact change through the skills learned with STEP 2.0

SHAPE *

1- I have NO ABILITY to perform the work/tasks described

2- I have LIMITED ABILITY to perform the work/tasks described

3- I am PROFICIENT in the work/task described

4- I am HIGHLY PROFICIENT in the work/tasks described

5- I am an EXPERT in the work/tasks described

Adapt leadership style to fit the situation (e.g. directive versus consultative style in the event of a crisis)



Have perspective into the point of view of others, understanding their needs and goals, practicing meaningful two-way communication





The Pre-YTC Survey

- On Day 5 of the workshop (Friday), your coach will guide you to complete the YTC pre-survey form.
- This form is intended to:
 - Help you identify competencies that are aligned with achieving success of your YTC and you will work to develop under your coach's guidance (this will be the same list of competencies as is in PPA 4)
 - Help you think about your YTC in terms of:
 - YTC Objectives
 - YTC Outcomes
 - YTC Indicators- What indicators have been agreed at the workshop to measure your YTC?

Q & A





STEP 2.0 Zipline YTC Teams

Bayelsa State

Team 1: Understand and Identify Sustainable PPP-Led Drug Revolving Fund (DRF) Models

- Okoyen Ebikapaye
- Eduke Charles
- Ayibakeme Naghanbofa
- Stow Yerinbulemi

Coaches

- Chinedu Amah
- Esther Edoho

Cross River State

Team 1: Understand and Identify Sustainable PPP-Led Drug Revolving Fund (DRF) Models

- Braide Inyang
- Etim Basse
- Elishi Michael
- Ezong Sunday Johnson

Coaches

- Oladele Oloruntoba
- Morolayo Igeleke

Kaduna State

Team 1: Last-Mile Delivery Efficiency in Disasters and Emergencies

- Uba Abba Asiya
- Abubakar Musa Abubakar
- Hosea Charles
- Abubakar Isa Balarabe

Coaches

- Samuel Timothy Noma
- Adoloro Stephen Oluwasanmi

Team 2: Reducing Vaccine Wastage Through On-Demand Resupply

- Nakwaasah Barine Otua
- Ovuru Kurotimipa Frank
- Eze-Sam Ebipas
- Ogbo Endutimi

Coaches

- Denyefa Ambakederemo
- Basse Anari

Team 2: Data Integration Between Zipline and State Health Information Systems

- Edet Basse
- Eni Uyomi Enya
- Basse Mercy
- Eyong Kasi Ubangha
- Lekam Eno

Coaches

- Cyril Usheshe
- Dr. Ogochukwu Ugboma

Team 2: Leveraging Real-Time Data for Forecasting and High-Level Decision-Making

- Abubakar Nafisatu
- Isyaku Aisha Tukur
- Nmadu Gabriel
- Ishaya Bamaiyi Daniel

Coaches

- Abubakar Hassan
- Agustin Ibañez

Breakout Session – Let's talk (30 mins)



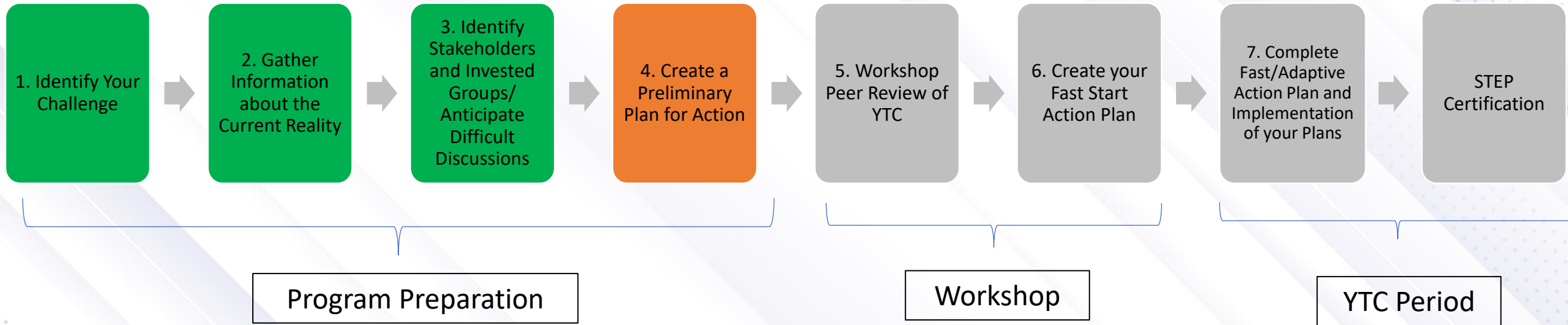
What is your most updated YTC question?

With regard to your YTC question and assigned focus area, what is the current situation that exists between the state government and Zipline?

- What is the overall intended outcome of your YTC?
- What immediate next steps can your YTC address in 3 months?



STEP 2.0 Your Transformation Challenge Process – YTC Steps 1-3 Done



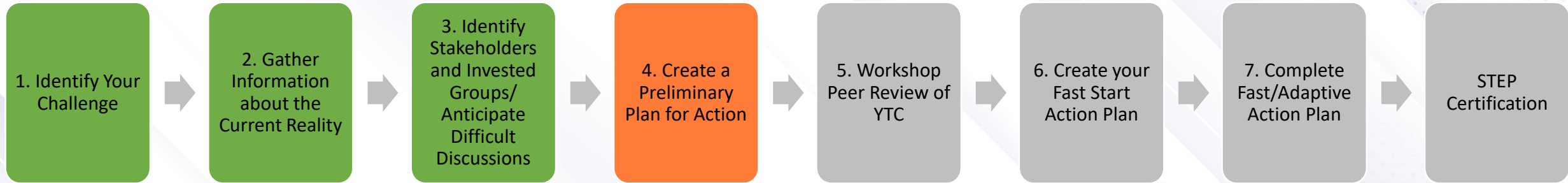
Your Transformation Challenge is completed through a series of 7 steps.

- The 7 YTC process steps are separated by program phase – Program Preparation, Workshop, and Your Transformation Challenge Period.
- You have all completed Steps 1-3, but remember it is an iterative process, and you are free to update your YTC question in your next assignment, based on comments received from facilitators.

Completion of Your Transformation Challenge is mandatory for STEP Certification.



YTC Step 4: Upcoming Assignment



Your Transformation Challenge Step 4 - Preliminary Plan for Action

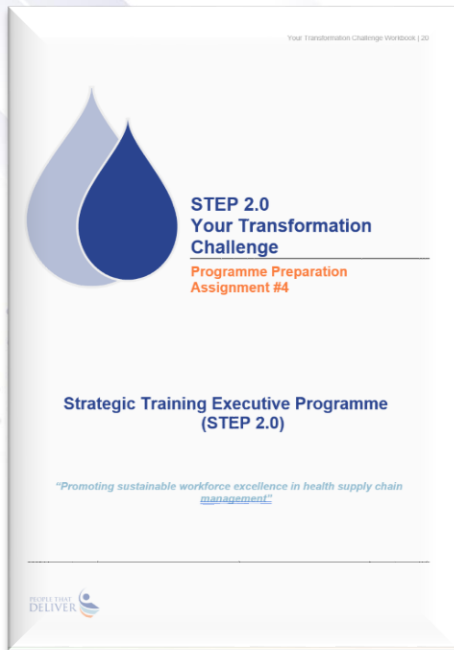
Now that you have identified your stakeholders and invested parties, and anticipated difficult discussions, you now need to think about “How” your challenge will unfold to successfully get you to your goals.

This week’s exercise will help you in thinking through the actions that you will need to take after the workshop to successfully complete your Transformation Challenge.

You will complete each step independently and within the context of your areas of responsibility.

YTC Step 4: Upcoming Assignment

Your Transformation Challenge Step 4 – Preliminary Plan for Action



- Identify specific next steps to mobilize your stakeholders to make progress with your transformation.
- Ensure that each of your next steps is actionable, with clear “Who, When, What, How and Why”.
- What is your Vision of Success?

Your Transformation Challenge workbook | 21

Your Transformation Challenge Step 4 – Preliminary Plan for Action

This week's exercise will help you in thinking through the actions that you will need to take after the workshop to successfully complete your Transformation Challenge.

What you need to do in this section

Thinking broadly, identify specific next steps to *mobilize* your stakeholders to make progress with your transformation.

- Ensure that each of your next steps is *actionable*, with clear “Who, When, What, How and Why”. This means that they can be assigned to someone, be accomplished in a reasonable time frame, with a due date, and for which you can measure progress or at least know when the task is done.
- Include at least one action outside of your comfort zone, an action you have not tried before, or even an act of courage, however small.

When planning next steps, broaden your definition of progress. Judge your actions on criteria beyond the binary “it works” or “it does not work.”

Progress might not be visible. Will you learn more about one or more of your stakeholder's values, loyalties, and losses?

Will the relationship between you and one or more stakeholders improve?

Are people being mobilized?

Progress can also be the realization that you were wrong in the past.

Source:
Adapted from: The Geneva Learning Foundation's BOOST Scholars Adaptive Leadership Course

What is your Transformation Challenge?
(State your challenge as a question, for example: How can I...? What do we need to do to...? When will we...?)

How will you know when your challenge is met?
This is your VISION for CHANGE, your Vision of SUCCESS
(Think about what can be accomplished in the 3-4 months following the workshop)



YTC Step 4: Upcoming Assignment

Your Transformation Challenge Step 4 – Preliminary Plan for Action

- How will you **measure the progress** you make with your Transformation Challenge?: Think about the metrics that you will use to measure and highlight your transformation.
- What are the **current values** of the measures that you just identified?: This will be **your baseline** against which you will be able to show progress on your challenge.
- What is the first thing you need to do once the workshop is over to start on your Transformation Challenge?: **This is your STARTING FAST activity.**

Your Transformation Challenge Workbook | 22

How will you measure the progress you make with your Transformation Challenge?
(Think about the metrics that you will use to measure and highlight your transformation)

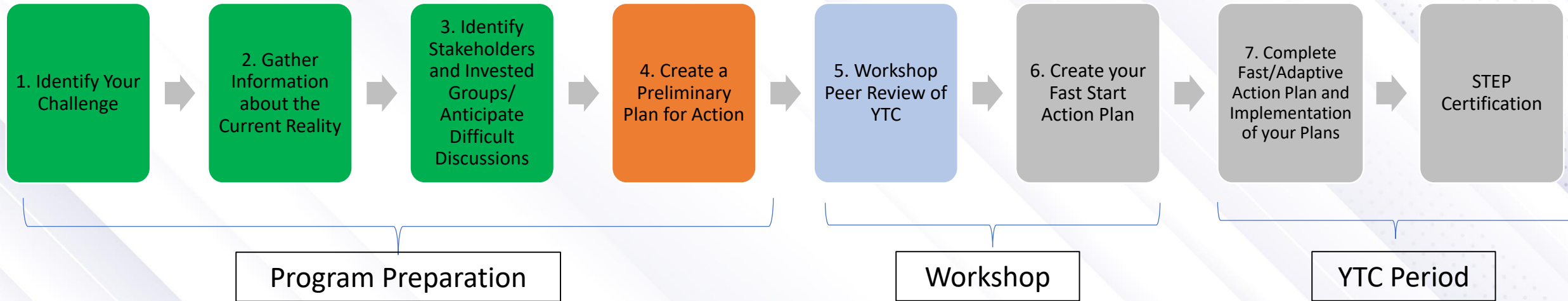
What are the current values of the measures that you just identified?
⊕ (This will be your baseline against which you will be able to show progress on your challenge)

What is the first thing you need to do once the workshop is over to start on your Transformation Challenge?
This is your STARTING FAST activity.
(It is important that you prioritize this activity as any delay in starting your challenge will increase the chances of not completing or not getting the results you need)

After this first step, what are the next steps you will undertake to complete your Transformation Challenge?
(It is important that you develop a plan, otherwise your challenge will not produce the results you need)



YTC Peer Reviews During the Workshop

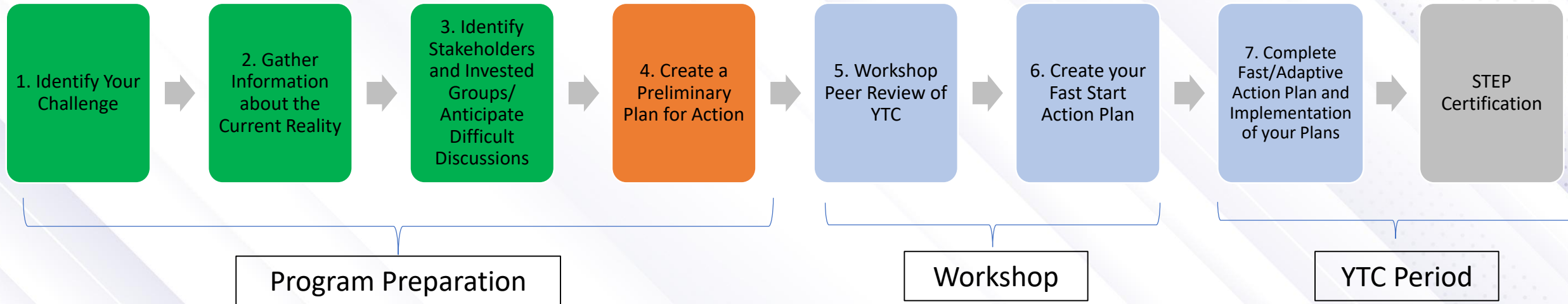


- Peer reviews are an important responsibility for each STEP team member. Your peers depend on you for feedback, just as you depend on them.
- During the workshop, every evening, each team is designed to practice this commitment.

Objective

- The objective of peer reviewing is for each team member to anonymously review, rate and comment on one another's work on the YTC Assignments.
- The goal is to sharpen and focus your work to help you make the greatest impact through Your Transformation Challenge.
- Your coach will guide you through the peer review.
- It is important that all team members actively participate.

Completing your YTC Plan for Action During the Workshop



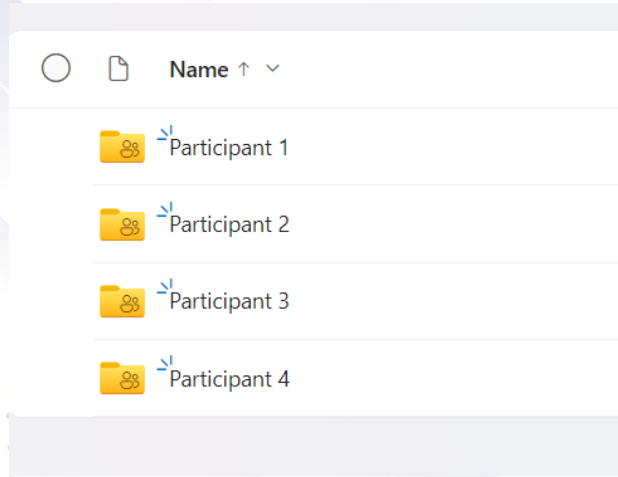
- Under the guidance of your coach, participants will develop and implement a plan (FAST START and ADAPTIVE action plans) to lead their workplace teams through the challenge.
- This plan is completed during the workshop **by the participant in a digital workbook** called the **YTC Participant Workbook**.
- Participants complete the relevant sections of the workbook as directed by facilitators during the workshop, and under the guidance of their coaches.
- This workbook must be completed and submitted on the LMS – by the participant – by **19th September 2025**.

Understanding the Participant Pen Drives

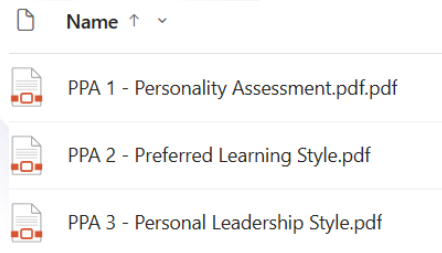
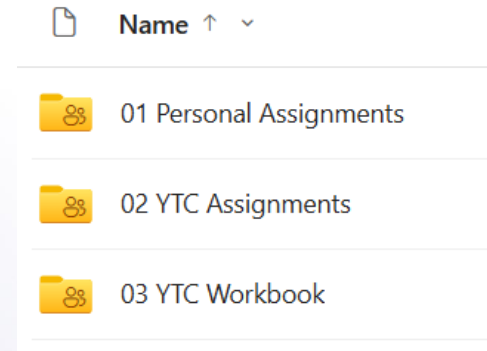
Each participant is provided a team-wise pen drive

Your individual folder will have:

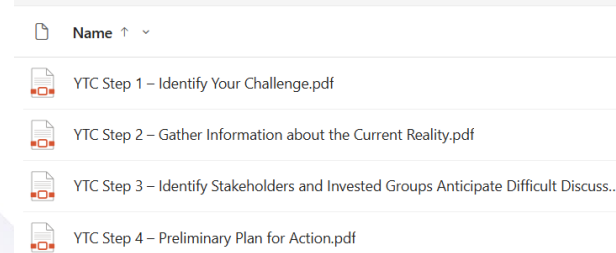
- Your completed PPA assignments
- Your completed YTC Assignments – For you to review your peers
- YTC Workbook to be completed during the workshop



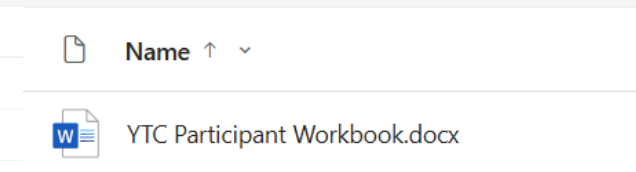
Team 1 Pen drive



*01 PPA Assignments
For Team Exercises*



*02 YTC Assignments
For Peer Reviews*



*03 YTC Participant Workbook
For Workshop Use*

The printed STEP 2.0 Team Member Workbook contains pre-reads that you should read before the day.

Becoming Familiar with the YTC Participant Workbook



STEP 2.0 Your Transformation Challenge

Participant Workbook

Strategic Training Executive Programme (STEP 2.0)

"Promoting sustainable workforce excellence in health supply chain management"

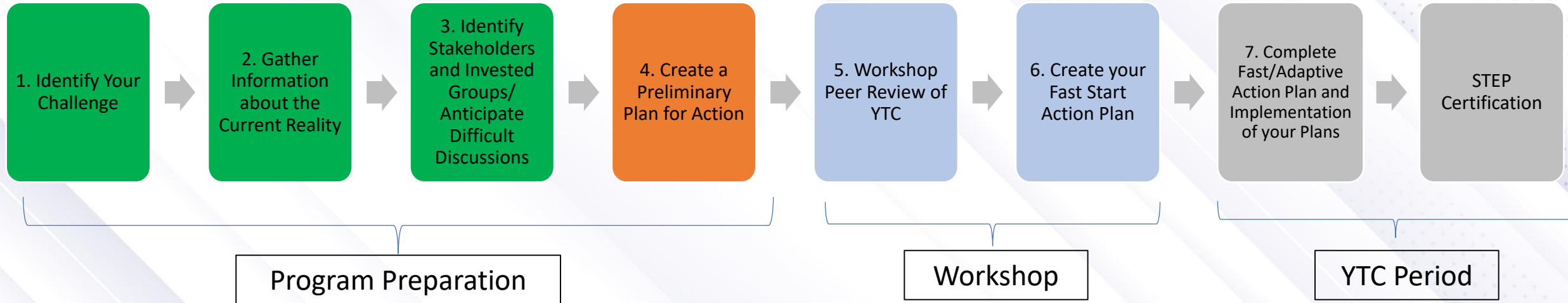
The YTC Participant Workbook consists of sections that participants should complete during the workshop. This includes:

1. Personal assignments that participants complete after the peer-review – Here you will record changes you make to your YTC based on the input of your peers/coach
2. YTC plan for action: FAST START and ADAPTIVE ACTION plans – Completed during workshop sessions

Participants should understand this workbook. Your coaches will also be there to guide you to the correct sections to be filled during the workshop.

Remember to SAVE your changes on the workbook.

Implementing your YTC Plan for Action After the Workshop



- Under the guidance of your coach, participants commence implementation of their YTCs after the workshop.
- Participants are expected to **start the implementation of their YTCs on Monday, 15th September 2025**, and will be expected to **complete implementation by the first week of December 2025**.
- Participants will be requested to submit weekly updates of their YTC on the LMS, during the YTC Phase.



Q & A



Information on the Workshop

- Participants are expected to arrive and check in on the 7th of September and check out in the morning of September 12th
- All participants must **attend the workshop from 8:30am on September 8th** and be at the hotel till **4pm on September 12th**.
- Participants will receive per diems for 6 days; hotel bookings, flight tickets and logistics details will be shared via email.
- Breakfast and lunch will be provided at the hotel. Any charges made to the room should be personally covered with the hotel directly.
- Please complete all your assignments, including reworking of previously submitted assignments **by the 26th of August.**
- We value your feedback on the preparatory phase activities and will be sharing a Phase 1 Participant Feedback Survey with you during the week, kindly spend 2-3 minutes to complete the form.

- **Venue:** The Providence Hotel
- **Address:** 12A Oba Akinjobi Way, Ikeja GRA, Lagos 100271, Lagos, Nigeria
- **Link:** <https://providencelagos.com/>





Workshop Timings (Five full days)

8.30am	Registration and informal networking
9.00am – 10.30am	Session 1
10.30am - 10.45am	Morning Break (15mins)
10.45am -12.30pm	Session 2
12.30pm -1.30pm	Lunch Break (60 mins)
1.30pm -3.00pm	Session 3
3.00pm - 4.30pm	Session 4
4.30pm - 4.45pm	Afternoon Break 2 (15 mins)
4.45 - 5.30pm	YTC Group work / Homework (Note: this groupwork may be conducted later in the evening if preferred)
5.30pm	Close
6.00pm - 8.00pm	Evening Meal

Reminder: It is mandatory to attend all 5 days from start to end to get your STEP Certification.

Housekeeping Rules

- **Bring your laptops:**

- With a working USB Port
- With MS. Word to edit files

- **All work will be done on your laptop**

- **No physical copies of your YTC workbook will be provided**

- **Dress Code: Business Casual**



Arrive Early



Silent Phones
Please



Restrict Movement



Be Engaged



Next Steps

Upcoming Events

Re-do YTC 2 Assignment Ezong Sunday Johnson Lekam Eno	21-Aug-25
Complete YTC 3 Assignment Okoyen Ebikapaye	21-Aug-25
Complete PPA 4 Assignment	25-Aug-25
Complete YTC 4 Assignment	25-Aug-25
Complete Phase 1 Participant Feedback Form	27-Aug-25



Thank you!

Your Supply Chain Leadership Capacity Building Partner

www.empowerschoolofhealth.org



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