



Ukrainian Health Sector Decentralization

To end a year of interesting interventions in Ukraine, in October the CLI team of Managing Partner Douglas F. Williamson and Project Manager Alina Gruen, along with local Ukrainian CLI Faculty Member Maryana Zaviyska, co-facilitated a tailored [Stakeholder Collaboration](#) workshop to **more than 20 change agents in the Ukrainian Health Sector Decentralization initiative** with partner GIZ. The course followed closely on CLI's workshop to the same group in September covering the [Art of Leading Collectively](#) curriculum.

While in September the participants of this series of workshops were introduced to the [Collective Leadership Compass](#), in this workshop they continued to apply the Compass but learned the [Dialogic Change Model](#) and **applied it to several real cases that participants brought as learning examples**. The participants are all working within the complex health care sector as it changes structurally from a centralized Soviet-style model to an updated and decentralized one. The sector is plagued with ineffective service, poor health outcomes, and dissatisfied workers at many levels. The decentralization effort is meant to revitalize the sector and address the systemic challenges and lead to positive health outcomes for the larger Ukrainian citizenry.

With a strong intervention in September and October with CLI's two main methodologies, CLI is helping the participants to become [Collective Leaders](#), equipped with several powerful tools to begin to steer the health care sector in a sustainable direction. CLI will return again in March to complete the training series with a tailored workshop in the [Art of Dialogue](#), a workshop to train the change agents as dialogic facilitators who can convene stakeholder and use Collective Leadership methodologies to **guide the complex transformation of the health care sector in Ukraine**.



Workshop impressions



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