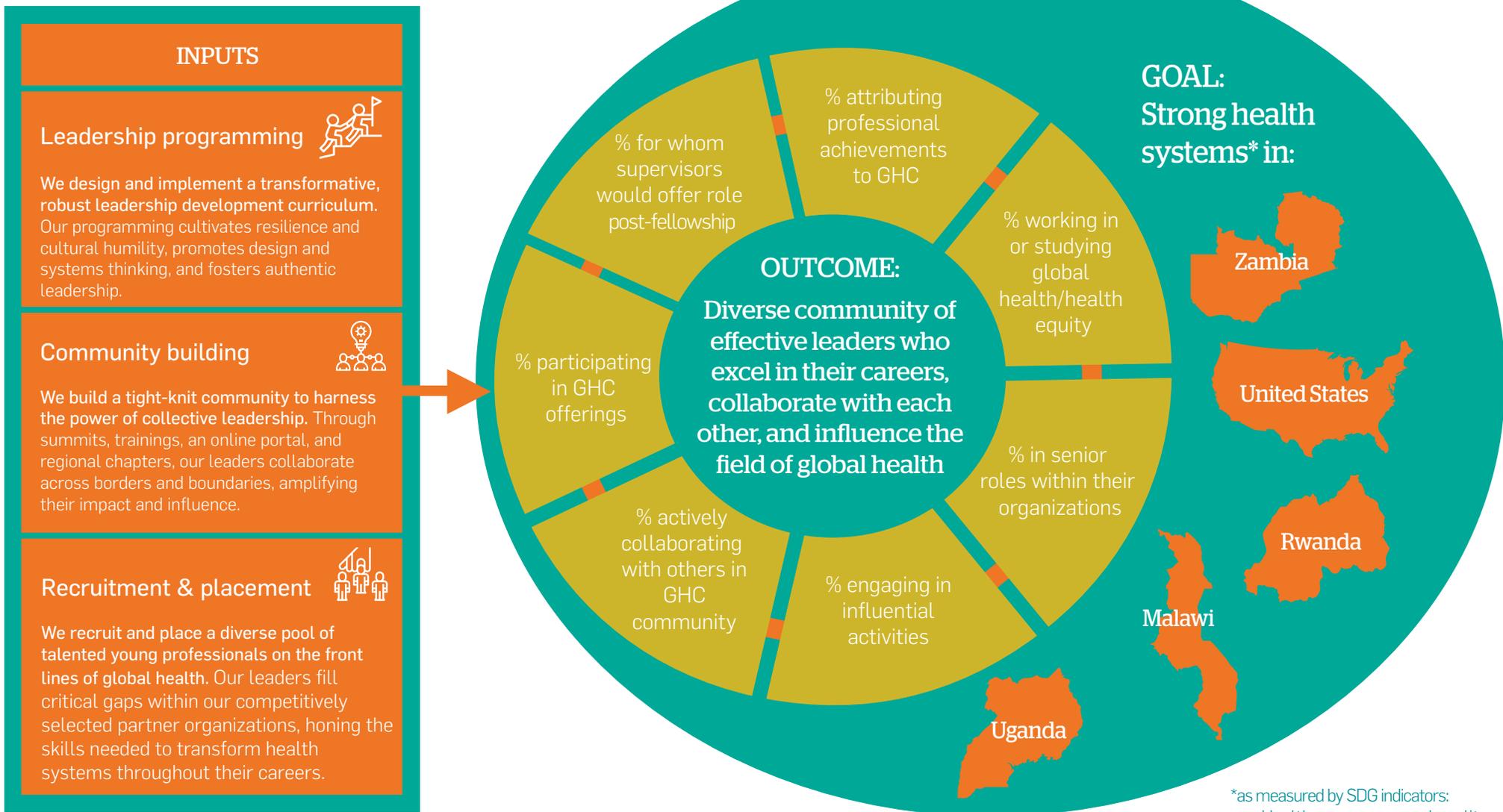


# THEORY OF IMPACT

Our mission is to mobilize a diverse community of leaders united by the belief that health is a human right to build the movement for global health equity.



## INPUTS

### Leadership programming



We design and implement a transformative, robust leadership development curriculum. Our programming cultivates resilience and cultural humility, promotes design and systems thinking, and fosters authentic leadership.

### Community building



We build a tight-knit community to harness the power of collective leadership. Through summits, trainings, an online portal, and regional chapters, our leaders collaborate across borders and boundaries, amplifying their impact and influence.

### Recruitment & placement



We recruit and place a diverse pool of talented young professionals on the front lines of global health. Our leaders fill critical gaps within our competitively selected partner organizations, honing the skills needed to transform health systems throughout their careers.

**OUTCOME:**  
Diverse community of effective leaders who excel in their careers, collaborate with each other, and influence the field of global health

**GOAL:**  
Strong health systems\* in:



\*as measured by SDG indicators:  
 • Healthcare access and quality  
 • Incidence of HIV  
 • Family planning access  
 • Maternal mortality ratio

# BUILDING LEADERSHIP IN GLOBAL HEALTH

## Understanding Impact

Effective leadership is crucial to strengthening health systems and improving health equity. Although there are a number of efforts underway to build this capacity, few data exist about the impact of leadership programs. Because the strength of complex and evolving health systems is determined by many factors, it is difficult to find relevant and realistic metrics that quantify the impact of a leader - or a network of leaders.

Despite this challenge, **Global Health Corps (GHC)** is committed to **tracking impact** in order to maintain a focus on our goals and be accountable to our community. To do so, GHC has developed an approach that allows us to know that we are making the impact we intend, by defining our goals and describing how our activities contribute to their achievement. We measure more than just the number of leaders who participate in our programs, instead tracking the degree to which they grow as individuals and work together as a supportive community.

## Assessing GHC's Impact

Since 2009, GHC has trained 1000+ young leaders committed to strengthening health systems and placed them in critical positions for 150+ global health organizations. In 2018, we stepped back to assess our impact working with Amy Lockwood, MBA, PhD from University of California, San Francisco. Together we designed a research study to quantify our impact and describe the ways in which GHC impacts the members of our community.

The findings informed a new Theory of Impact and a system of impact metrics to more accurately capture meaningful change among our community of leaders and clearly link our results to progress in the field of global health.

## The results of this assessment showed:



**GHC leaders are nearly twice as likely to currently work in the field of global health compared with comparable young professionals.** Participating in the GHC fellowship builds resilience, systems thinking, and diverse networks that promote retention.



**GHC leaders contribute to mission-critical and lasting systems change.** Our program recruits and trains leaders who bring both the technical and interpersonal skills needed to achieve results. Fellowship supervisors provided examples of fellows making significant contributions, including: developing evaluation systems, securing major grants, improving process efficiencies, and mentoring colleagues.



**GHC leaders learn foundational technical and leadership skills that build confidence.** Selection into a competitive fellowship, a supportive learning environment, and the lifelong network engenders career-boosting confidence, especially among African national and female fellows.



**GHC is leading the way in diversifying leadership in the global health sector.** We recruit a diverse pool of professionals and champion the idea that "everyone has a role to play." GHC leaders experience this first hand and become powerful advocates for diversity.



**Numbers alone cannot tell the complex story of a leader's journey.** Each leader is unique as are the results of participating in the GHC program. While impact at the community level is quantifiable, changes for individuals are best described through stories of their experience.