TOO DIGNIFIED TO CRITICIZE: WHAT GLOBAL HEALTH PROFESSIONALS DO RIGHT (AND WRONG) WHEN WORKING WITH IN-COUNTRY HEALTH PROFESSIONALS

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A hippopotamus can be made invisible in dark water.

-African Proverb
**Contexts**

- Environment and differences
  - Learn about your new environment and note the differences
    - Processes
    - Level of development
    - Values and norms
- Consider values and laws of host country (Age, hierarchy, Greetings…)
- TA countries are not “vacuum countries” in terms of knowledge.
- Value of technical Assistance, Collaboration and Ownership
- History and Current Actuality
Points to keep in mind

• At first, no one cares about your qualifications

• You will be judged by:
  • Ability to adapt to your new environment
  • Ability to understand the “Situation” (Listen, learn, observe, ask)
  • Skills to integrate into the team

• ONLY after you will be able to apply your “qualifications” to solve problems

• Then
  • Your achievements will bail you!
Things to do for success

• Diplomacy
  • Speak less and when necessary but listen actively
  • Understand the real causes and avoid rushing in to solutions
  • Wait for the right opportunities

• Respect

• Learn, learn, learn and learn

• Show interest

• Integrate
  • Propose: Most of the time GH workers are advisors, remember where are your limits
  • Offer to show and teach how to do it!

“When you capture a snake’s head, the rest of the body becomes a rope.”

- Nigerian Proverb
Change, sustainability and ownership

• Change is always difficult to embrace
• Change happens slowly
• Change is sustainable when it comes from within and is owned by beneficiaries
• You shall the mediator of that change, sometimes it may take long to ignite but once happens: Live, learn, love, legacy

“If you want to go fast, go alone. If you want to go far, go together.”

- African Proverb
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