Key factors influenced the sustainability of the attained results across different health system contexts in the selected counties

(i) What is the implementation status of selected priority project’s Desired Measurable Results (DMR) post-training and team coaching?

a) Let’s revisit your priority project chosen as at now, what is the current status of the desired result (goal)?
b) In your opinion, how has the project progressed or regressed in relationship to achieving its intended purpose?
c) One of the key objectives of LeHHO program was to ensure the transfer and sustainability leadership knowledge and skills through practice and implementation of selected workplace priority challenge projects addressed at the workplaces. Do you consider your project results as sustainable? Please explain why.

(ii) What factors facilitated the sustainability of the implemented priority project indicators post-training at the workplace?

a) You told me earlier that you were able to implement your project successfully with your team. Now let’s look at your implementation journey so far, what factors do you consider as your sustainability key drivers for the projects results? (Please explain).
b) Let’s focus deeper on the stated factors, which one were influenced by:
   (i) you as a manager?
   (ii) the leadership program (LeHHO)?
   (iii) your work environment?
   (iv) others

(iii) What factors constrained the sustainability of the implemented priority project’s indicators post-training at the workplace?

(iv) What are the lessons learned and policy implications for the National, County and organizational long-term sustainability plans in low-resource settings?
a) If you were would be given a second chance to undertake another similar leadership development training, what would you ensure it is put in place to ensure maximum transfer and the sustainability of learned knowledge through projects implementation?

b) “Program sustainability is renowned as a key component of any successful project and therefore spurs investment in educational improvement to ensure the sustainability of stiff-won gains” given this background, what lessons have you learned with your team throughout the project implementation journey as a team?

c) As a leader, what are the potential policy implications that we can draw from your experiences for the National, County and organizational long-term sustainability plans in low-resource settings?