

**Leadership training for laboratory leaders -
the GLLP at a glance**



2nd GLLP partners meeting at ECDC, April 2018 - ©GLLP/2018



What is the GLLP?

GLLP stands for the Global Laboratory Leadership Programme. It is a unique initiative led by six organisations working globally in the human, animal and environmental health sectors. The GLLP aims at fostering and mentoring current and emerging laboratory leaders to build, strengthen, and sustain national laboratory systems under a ‘One Health’ approach.

Why is that important?

We know that laboratories are an essential and fundamental part of health systems and play a critical role in the detection, diagnosis and control of diseases. Yet, we also have learned from past outbreaks that

a lack of robust laboratory systems can dramatically impede disease control, prevention and recovery efforts. Thus, we believe in the importance of building sustainable national health laboratory systems with leaders capable of understanding all system components and working collaboratively across all sectors.

Who does the GLLP target?

The GLLP targets laboratory directors and senior laboratory managers from human, animal, environmental and other relevant health sectors. Once the programme development is completed, the GLLP will be available to any country or educational institution working to strengthen national laboratory systems.

What is the basis of the GLLP?

The GLLP is based on a competency framework that aims at harmonising and building global consensus on critical laboratory leadership competencies applicable across the sectors. The GLLP partners

identified nine essential competencies critical for laboratory leaders: Laboratory systems; Leadership; Management; Communication; Quality management system; Biosafety and biosecurity; Disease surveillance and outbreak investigation; Emergency preparedness, response and recovery; and Research.

The **Laboratory Leadership Competency Framework** will provide the foundation of the forthcoming **GLLP Learning Package** that will include core course materials and guidance for programme development, planning, implementation, and evaluation.

Who is involved in the GLLP?

The GLLP is being developed through a collaborative process by the following organisations:

OIE (World Organisation for Animal Health), FAO (Food and Agricultural Organization of the United Nations), WHO (World Health Organization), CDC (U.S. Centers for Disease Control and Prevention), ECDC (European Centre for Disease Control and Prevention) and APHL (U.S. Association of Public Health Laboratories).

The six partners came together in mid-2017 and although the collaboration is still young it is strong in its commitment to strengthening laboratory systems by addressing gaps in laboratory leadership competency across sectors.

Each of the partners has extensive experience in laboratory strengthening with their respective mandates and together they provide a unique multisectoral perspective to improving laboratory systems. The partners also have long experience in training different types of laboratory audiences.

What are the specific gaps that the GLLP aims to address?

First, laboratory professionals in many institutions lack leadership and management training. As a result, laboratories are not adequately represented in national strategic and financial planning related to health. The GLLP will provide a comprehensive competency-based learning programme applicable on a global basis.

Second, there is a lack of global consensus on laboratory leadership competencies. To build consensus and ensure harmonisation of learning approaches for curriculum design, the leading organisations from the health sector collaborated on the development of the previously mentioned Competency Framework.

Finally, 'One Health' approaches to address the entire national health laboratory system in the context of leadership have received limited attention. Acknowledging the interrelatedness of human, animal and environmental health, the Competency Framework, and the GLLP in general, take a multisectoral 'One Health' approach addressing the entire 'National Health Laboratory System', which we define as networks that include human, animal, environmental, agricultural, food, and chemical laboratories in support of health systems.

How will GLLP be rolled out?

As a first step we developed the **Laboratory Leadership Competency Framework** that is scheduled to be published by the end of 2018. This document will guide and facilitate the development of the forthcoming **GLLP Learning Package**, which will provide the materials necessary to implement, monitor and evaluate the GLLP. Our goal is to make the GLLP flexible and adaptable to meet specific country needs and usable in any country or educational institution in the world.

The GLLP Learning Package is currently under development and more information will be available in the coming months. One key step for a successful laboratory leadership programme at a country level will be buy-in and involvement from national stakeholders. As the programme is implemented, we count on OIE Members to promote the importance of laboratory leaders.

How is the GLLP linked to the OIE's competency and curricula guidelines for Veterinarians and Veterinary Paraprofessionals?

The GLLP portfolio builds upon the OIE's work on competency and curricula guidelines for veterinarians and veterinary paraprofessionals by providing competency and curricula guidelines for the training of laboratory leaders.

In 2013, the OIE's *'Day 1' Competencies* and *Veterinary Education Core Curricula* established recommendations for veterinarians' expected competencies upon graduation and the curricula required to deliver those competencies in support of strong national Veterinary Services.

The recent publication of *OIE Competency Guidelines for Veterinary Paraprofessionals* in May 2018 has provided recommendations for the training of VPP working in the area of laboratory diagnosis, as well as in animal health and veterinary public health. The *OIE Curricula Guidelines for Veterinary Paraprofessionals* will be published in May 2019, rounding out the guidelines available for laboratory assistants, technicians and technologists working in veterinary laboratories around the world.

The Laboratory Leadership Competency Framework and the GLLP Learning Package, along with the OIE's Competency and Curricula Guidelines for veterinarians and veterinary paraprofessionals, will be available to OIE Members for harmonised training of all staff of the Veterinary Laboratory, from laboratory assistants and technicians to laboratory leaders.

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■ December 2018