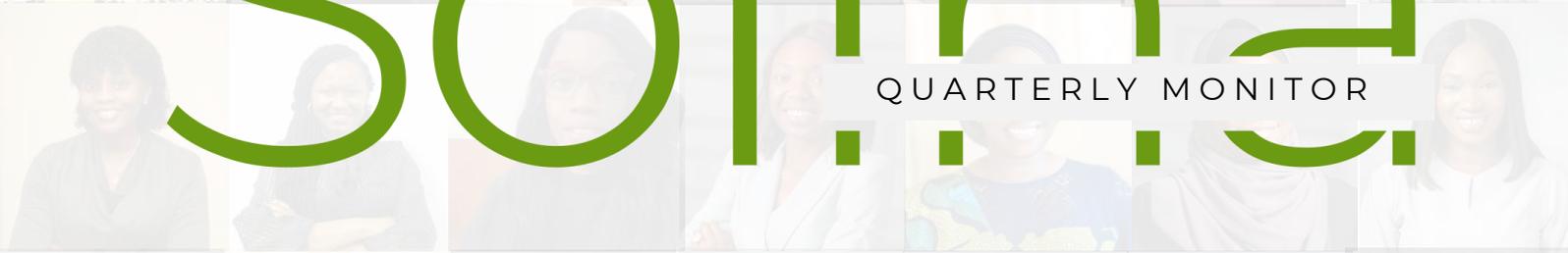


APRIL 2022 | EDITION 01

# Solina

QUARTERLY MONITOR



# IWD 2022

**#BreakTheBias**



# Table of Contents



#Breakthebias  
#IWD2022

## Project updates

### 05 ANRiN: We exceeded our half year target!

As of October 31, 2021, we exceeded our half-year targets in six out of seven areas in Oyo, Plateau, and Gombe States. The team recorded this feat two months ahead of the timeline of December 2021.

### 06 SFM: Year 1 Brief published

The 2021 end of year brief highlights the program's achievements, which include the revision of policy documents, the use of a human-centred design (HCD) approach to develop innovations and the implementation of roadmaps to reduce postpartum haemorrhage (PPH), and many others

## Highlights



### GBV: Orange the World

While pervasive, gender-based violence is not inevitable. It can and must be prevented.



### Preventing kidnapping

At the current level of kidnapping in Nigeria, it is pertinent to pay attention to certain prevention tips.



### Monthly Motivation

Adaptability should be considered a must-have soft skill if you're aspiring for a leadership role at your organisation.

## Crossword Puzzle

Got some minute to spare? Try your hands on the Crossword puzzle below.

# From the ED's Desk



**Dr. Muyi Aina**  
**Executive Director**

Dear reader,

Welcome to the maiden edition of the Solina Quarterly Monitor newsletter!

The purpose of the newsletter is to share our experiences and lessons learned while we keep you abreast of the rapidly expanding breadth of our work and impact at Solina. This edition spotlights three of our projects in Nigeria; The National Primary Health Care Development Agency Technical Support Unit (NPHCDA-TSU). The Smiles for Mothers program, and the Accelerating Nutrition Results in Nigeria (ANRiN) project.

On the NPHCDA-TSU project, we are now adopting an e-learning approach for the Leadership Development Academy to accelerate the competency level of the agency's staff. Also, we recently published our achievements as the SCIDaR consortium within the last year on the Smiles for Mothers program. Kindly read the summary below. Finally, we shared our wins on the Accelerating Nutrition Results in Nigeria (ANRiN) project is a state-led and World Bank-funded performance-based project which aims to increase the utilization of quality, cost-effective nutrition services for pregnant and lactating women, adolescent girls, and children under five years of age.

There are also featured articles on Gender-Based Violence, Tips on Kidnapping and Developing adaptability skills for your read.

I encourage you to engage and truly enjoy the content.

Best regards.





## NPHCDA TSU: Adopting e-learning approach for LDA

The National Primary Health Care Development Agency Technical Support Unit (NPHCDA-TSU) team will adopt an e-learning approach for Leadership Development Academy (LDA).

As part of the plans to accelerate the competency level of the Agency's staff, NPHCDA seeks to build their capacities to drive PHC transformational initiatives through the Leadership Development Academy.

LDA is designed to ensure there is a pool of highly skilled and technically competent NPHCDA staff who will provide technical leadership across the States, Zonal and National levels.

Due to limited resources available to train the entire staff of the Agency and the proven effectiveness of the e-learning approach, the TSU seeks to roll out an e-learning platform to increase the exposure of a broader pool of NPHCDA employees to LDA's learning resources and drive self-learning among its staff.

The proposed e-learning platform will support improved learning and scale competency development to drive PHC transformational initiatives.

Other benefits of the e-learning approach include:



The LDA curriculum consists of leadership and management skills divided into two (2) categories: Focus skills (Effective communication, problem-solving, team management, stakeholder management, core ethics, basic functional skills) and Technical skills (Health care financing, logistics management, supportive supervision, REW microplanning, advocacy and communication).

- Scale training to an increased number of the Agency and other MDA staff and ensure adaptability to changing pedagogical needs
- Enhance the quality of training by providing more standardized training to all Agency and SPHCB staff
- Enable incorporation of best practices of learning from the LDA to increase uptake of learning by the Agency staff



# Project Update

## ANRiN:

### We exceeded our half year target!

As of October 31, 2021, we exceeded our half-year targets in six out of seven areas in Oyo, Plateau, and Gombe States. The team recorded this feat two months ahead of the timeline of December 2021.

Accelerating Nutrition Results in Nigeria (ANRiN) project is a state-led and World Bank-funded performance-based project which aims to increase the utilisation of quality, cost-effective nutrition services for pregnant and lactating women, adolescent girls, and children under five years of age. Primarily, the project focuses on increasing access and utilisation of a community-based Basic Package of Nutrition Services (BNPS) according to established targets to reduce malnutrition in Nigeria over the next three years (2021-2023).

As a non-state actor (NSA), we implement in six (6) states - Abia, Akwa Ibom, Gombe, Kwara Oyo and Plateau States out of the twelve (12) high malnutrition burden states in Nigeria.

*Other program milestones include:*

- Solina was the first NSA to commence service delivery on the ANRiN project in Nigeria. Service delivery commenced in Kwara state on June 8,

2021, and in Oyo, Plateau and Gombe States on June 21, June 28 and July 8, 2021, respectively. Service delivery in Abia State commenced on August 17, 2021, shortly after their orientation meeting

- Achievement of 10% of half-year targets in at least four (4) service areas within three (3) months of contract signing in all five (5) implementing states in line with the terms of the contract

For the next half-year, the team will continue to increase the utilisation of quality, cost-effective nutrition services for pregnant and lactating women, and children under five years of age in the community, optimise the program implementation process to ensure targets are achieved using highly efficient, time-sensitive high output approaches, and commence service delivery in Akwa Ibom.



## AN OPPORTUNITY TO REDUCE MATERNAL MORTALITY IN NIGERIA

Nigeria is Africa's most populous country with about 200 million people, and has the highest number of maternal deaths worldwide with 19% (58,000) of global maternal deaths occurring in the country every year, and 512 maternal deaths with every 100,000 live births. Within the country, regional disparities exist and reveal high maternal mortality ratios (MMRs) of up to 1,625 and 1,463 deaths per 100,000 live births in northern states such as Kano and Niger respectively; and an MMR of 555 in southern states such as Lagos.

### TABLE OF CONTENTS

#### About Smiles for Mothers

- Our Intervention

#### Project Achievement

- Revision of relevant Policy Documents on the use of uterotonics for the prevention of PPH
- Applying HCD to develop solution for improving PPH prevention and treatments
- Raising community awareness and generating demand for Uterotonics through Patient Literacy Materials
- Dissemination of Program Learnings to Stakeholders

#### System Strengthening opportunities to reduce PPH

- Sustainable financing for procurement of uterotonics
- Leveraging the vaccine cold chain for co-storage of heat sensitive uterotonics

Photo reel from Year 1 of the Smiles for Mothers program

## Project Update

### Smiles for Mothers:

#### Year 1 Brief published

Agency for International Development (USAID), United Nations Population Fund (UNFPA), Management Sciences for Health (MSH) and Smiles for Mothers, updated its Essential Medicines List to include heat-stable Carbetocin (HSC) in line with the updated WHO essential medicine list (EML).

#### [The 2021 end of year brief](#)

highlights Smiles for Mothers program achievements, which include the revision of policy documents, the use of a human-centred design (HCD) approach to develop innovations and the implementation of roadmaps to reduce postpartum haemorrhage (PPH), and many others.

In December 2020, the Federal Ministry of Health (FMOH), with support from partners like the World Health Organisation (WHO), The Pharmaceutical Society of Nigeria for Advocacy in Child and Family Health at Scale (PSN-PAS), John Snow, Inc. (JSI), Clinton Health Access Initiative (CHAI), Pathfinder International, Marie Stopes International, United States

The Smiles for Mothers team also developed the patient literacy materials through a consultative process with community members across the program states and a learning exchange program, supported stakeholders in program states to prioritise and optimise available funding sources for procurement of maternal health commodities, including uterotonics.

As the Smiles for Mothers program continues in Year 2, the team's focus remains - to reduce maternal mortality due to postpartum haemorrhage (PPH) in Kano, Lagos, and Niger States using the human-centred design approach.



# Developing your adaptability skills

Adaptability is a skill that takes practice and commitment, but it is within reach for employees across all industries. Adaptability should be considered a must-have soft skill if you're aspiring for a leadership role at your organisation. Want to know how to adapt to change? Here is how to advance your adaptability skills:

### Learn from others

As is the case with learning a whole range of soft critical skills, learning to navigate change better and become adaptable is best done by others. Take notes when others exhibit the adaptability skills you're keen to learn or ask them directly for tips and guidance. While you can learn from people within and outside your organisation, learning from those within will give you an added benefit of understanding how the skills are applied best to the organisation, its values, and its people.

### Find the silver lining

Extracting positives from situations or projects that do not go as planned can be challenging, mainly if the loss was big or one missed a significant deadline. However, finding the silver lining in all the work you do is a brilliant example of an adaptability skill in action. It requires you to reset and reframe your focus, often taking a step back and viewing things less critically and more objectively. If you find it hard to identify the positives, start by noting down what you learn when things do not go as planned, factoring this exercise in as a crucial part of your review strategy. The more you engage in this process, the more optimism you will find you have, and the easier it will be to change tack and overcome challenges next time.

### Be willing to make mistakes.

No one is perfect, and making mistakes is a very human and genuine thing that will happen throughout your career. While making an error can be frustrating or even humiliating, it's how you manage the aftermath that counts and this phase that will help improve your adaptability skills. If you learn from your mistakes, share newfound knowledge and test alternative solutions, there are chances that these mistakes will form some of the most important lessons you will learn throughout your working life.

### Ask questions

Just as they must embrace change to grow, the best leaders and organisations usually haven't achieved success by working alone. They have inspiring mentors, innovative colleagues, and gifted networks they can lean on for support, ask questions, and debate ideas. Asking questions is a great way to learn more and challenge established ways of doing things, a key component of being adaptable. Just make sure that your questions are well researched and delivered professionally to ensure you receive the most valuable answers. Learning how to adapt to change is a soft skill that will not only make you a top candidate when applying for roles but one that can give you renewed optimism about your work.

**Adaptability is a brilliant life skill with tremendous application in your personal and professional life, so start implementing these tips to strengthen your adaptability skills today!**

# Tips on Preventing Kidnapping

Currently, kidnapping and banditry account for the highest crime in Nigeria after terrorism. At the current level of kidnapping in the country, everyone is at high risk of either being kidnapped or having someone close to them kidnapped. Oftentimes, kidnappers request a ransom for the release of victims who may be killed while in custody. The combined acts of kidnapping, banditry and terrorism have made Nigeria very unsafe. Therefore, it is pertinent that we pay attention to the following tips:

- Self-awareness: Recognise your self-worth, and assess the threat level of your environment, especially when this and how you are perceived in that environment changes
- Be vigilant: Be alert to the activities of persons around you. It entails being conscious of every activity happening around you and your family
- Keep your itinerary private: Do not show your itinerary to anyone who you do not need to know.
- Change of routine: Avoid routine. Don't use the same road or route all the time. Be unpredictable. Identify and use a different route to office, barbing saloon, market, church, mosque, hospital etc.
- Keep emergency numbers-It is important to keep emergency contact numbers of (Police, SSS, Road safety, Civil Defense, Fire Service, Imam, Pastor, Counsellor, Community representative etc.). You never know when they can come in handy.
- Follow the local news: Be wary of identified black spots. If a kidnap has happened in an environment, it is likely to happen again.
- Do not open your doors to strangers and educate your children and ward not to talk to strangers
- Remove plane luggage tags from your luggage once you are outside the airport terminal.
- Avoid revealing personal information on social media: Be careful and do not reveal too many details about yourself on social media
- Due diligence check on domestic staff: Before you employ any domestic staff carry out a proper check on the person. Let your due diligence in the background check extend to family members of the staff if possible.

**“ Ensure all security measures in your house are designed to DETER- Actions of an attacker, DENY-them access, DETECT their movement, DELAY them to buy time for help from outside and ultimately help to DESTROY- the identified threat. ”**

## Gender-Based Violence

# Five interrelated types of violence

Change the World

Nearly 1 in 3 women have been abused in their lifetime. A new report from UN Women, based on data from thirteen (13) countries since the pandemic, shows that 2 in 3 women reported that they or a woman they know experienced some form of violence, and they are more likely to face food insecurity. Only 1 in 10 women said that victims would go to the police for help.

Following the Council of Europe's Istanbul Convention classification of the different types of GBV, this article distinguishes five inter-related types of violence:

- **Physical violence:** This is an act attempting to cause, or result in, pain and/or physical injury. As with all forms of violence, the main aim of the perpetrator is not only – or may not always be – to cause physical pain, but also to limit the other's self-determination.
- **Verbal violence:** This can include issues that are specific to a person, such as putdowns (in private or in front of others), ridiculing, the use of swear words that are especially uncomfortable for the other, saying bad things about the other's loved ones, threatening with other forms of violence, either against the victim or against somebody dear to them. At other times, the verbal abuse may be relevant to the background of the victim, such as their religion, culture, language, (perceived) sexual orientation, or traditions.

- **Psychological violence:** This includes isolation or confinement, withholding information, disinformation, and threatening behaviour. It includes all forms of violent or abusive actions to hurt the integrity and dignity of another person.
- **Sexual violence:** This includes engaging in non-consensual vaginal, anal, or oral penetration with another person by the use of any body part or object, engaging in other non-consensual acts of a sexual nature with a person, or causing someone else to engage in non-consensual acts of a sexual nature with a third person.
- **Socio-economic violence:** Typical forms of socio-economic violence include taking away the earnings of the victim, not allowing them to have a separate income (giving them housewife status, or making them work in a family business without a salary), or making the victim unfit for work through targeted physical abuse. Socio-economic deprivation can make a victim more vulnerable to other forms of violence and can even cause other forms of possible violence.

While pervasive, gender-based violence is not inevitable. It can and must be prevented. Stopping this violence starts with believing in survivors, adopting comprehensive and inclusive approaches that tackle the root causes, transform harmful social norms, and empower women and girls. With survivor-centred essential services across policing, justice, health, and social sectors, and sufficient financing for the women's rights agenda, **we can end gender-based violence.**

Source: [www.unwomen.org](http://www.unwomen.org);  
<https://www.coe.int/en/web/gender-matters/types-of-gender-based-violence>

“While pervasive, gender-based violence is not inevitable. It can and must be prevented”



# CROSSWORD

*Puzzle*



10							1				2						
													3				
					4												
5							6										
															7		
		8															
									9								

ACROSS		DOWN	
1	In both the PEST and PESTLE models, the “P” stands for external _____ factors that need consideration	2	The most important part of performance _____ is employee goal setting since that’s what links employee work to a greater purpose
5	This kind of analysis involves looking at things like projected skill shortages and surpluses within the context of human resources planning	3	Your _____ statement explains why the company exists but in a way that should inspire those in the company
8	_____ _____ planning involves identifying current and future personnel needs and developing strategies to meet them	4	The “S” in STP stands for _____
9	A model that primarily focuses on what an organisation is capable of, but also takes into account opportunities and threats, which are external to the company	6	The PEST model for planning focuses more on _____ than does the SWOT model
10	The _____ part of a strategic plan should be vivid and build a sense picture of the future	7	_____ should both reflect what’s important to an organisation, AND lead the organisation towards goals to achieve

# Special thanks

to the contributors

**Toyin Seth Ogungbemi**  
(Editor)

**Ayomide Fasan**  
(Co-editor)

**Joshua Mary Chukwu**  
(NPHCDA TSU Update)

**Isioma George**  
(ANRiN Update)

**Bukola Shaba and Adebisi Adeyoyin**  
(Smiles for Mothers Program Update)

**Toyin Seth Ogungbemi**  
(Featured article- Motivation)

**Peter Aigbe**  
(Featured article – Tips on preventing kidnapping )

**Ayomide Fasan**  
(Featured article – Gender-Based Violence)

**Daniel Adekunle**  
(Graphics Design)

*Follow us on all our social media platforms*

 [@SCIDaR\\_](https://twitter.com/SCIDaR_)  [@SCIDaR](https://www.linkedin.com/company/SCIDaR)  [@SCIDaR001](https://www.facebook.com/SCIDaR001)  [@SCIDaR](https://www.youtube.com/channel/UC...)