



Laboratories are an essential and fundamental part of health systems, playing a critical role in the detection, diagnosis and control of diseases. Past public health emergencies, such as COVID-19 and Ebola, clearly demonstrated that the presence of a robust laboratory system and resilient laboratory leadership can dramatically impact a jurisdiction's ability to effectively respond to and control the outbreak. To ensure laboratories and laboratory systems can withstand the pressure of the next pandemic, it is essential for them to be run by leaders who are trained to understand all parts of the laboratory system and to work collaboratively across all sectors.



APHL Management & Leadership Training Opportunities

Providing management and leadership training for all levels of laboratory professionals is critical to building sustainable workforce capacity, so APHL works with national systems and individual laboratories to develop and implement custom workshops and curricula that can address a broad range of management and leadership skills and support multisectoral laboratory system building.

APHL implements two main training programs: Foundations of Laboratory Leadership and Management (FLLM) and Global Laboratory Leadership Programme (GLLP). Both programs provide customized laboratory leadership and management training, but are designed to support different professional stages and have varying time commitments. Below is a short summary of their key features; find detailed explanations on the next page.

Foundations of Laboratory Leadership and Management

FLLM Workshop

- **Focus:** Laboratory facility management skills
- **Audience:** Early-career laboratory professionals
- **Instruction:** In-person
- **Time Commitment:** Five days

FLLM Training of Trainers

- **Focus:** How to conduct FLLM workshops
- **Audience:** Instructors, experienced laboratory professionals
- **Instruction:** In-person
- **Time Commitment:** Ten days

Global Laboratory Leadership Programme

GLLP Full Program

- **Focus:** Comprehensive workforce capacity building and systems strengthening
- **Audience:** Mid- to advanced-career laboratory managers
- **Instruction:** In-person or virtual
- **Time Commitment:** 200 contact hours over 18-24 months

GLLP Core Program

- **Focus:** Modified GLLP curriculum focused on country-specific needs
Audience: Mid- to advanced-career laboratory managers
- **Instruction:** In-person or virtual
- **Time Commitment:** 100 contact hours over 18-24 months



Trainings and workshops are customized to individual country requirements and can be adapted to meet a variety of workforce development needs.

Foundations of Laboratory Leadership and Management

FLLM is an in-person, five-day, competency-based leadership and management workshop introducing laboratory management skills to early-career laboratory managers and supervisors. The workshop provides a focus on laboratory facility management and engages participants in didactic learning reinforced through project-based learning assignments. Content includes:

- Organizational Structure and Management
- Human Resources
- Communication and Conflict Resolution
- Leading a Successful Team
- Problem Solving and Decision Making
- Financial Management
- Planning, Monitoring and Evaluation
- Ethics

A 10-day FLLM training of trainer workshop is also available for countries interested in developing their own group of instructors to provide on-going professional development opportunities for laboratory personnel.

Global Laboratory Leadership Programme

GLLP is a comprehensive, competency-based, One Health-focused laboratory leadership program that supports workforce capacity building and the development of laboratory systems positioned to meet current and future challenges. The program targets mid- to advanced-career laboratory managers and engages participants in over 200 contact hours of didactic learning, project-based learning through both small projects and a larger capstone project, provides on-going leadership mentorship, and promotes a community of practice amongst participants. GLLP has flexible implementation options, but 18-24 months is recommended for full program implementation. Course materials are available for in-person or virtual instructor-led implementation. Content includes:

- Introduction to Laboratory Systems
- General Management Principles
- Quality Management System
- Safety
- Laboratory Role in Disease Surveillance
- Managing Emergencies
- General Leadership
- Communications
- Research
- Model Laboratory Systems
- Laboratory System Essentials
- Laboratory System Development

Six leading organizations partnered to develop the GLLP: APHL, Centers for Disease Control and Prevention, European Centre for Disease Prevention and Control, Food and Agriculture Organization of the United Nations, World Organization for Animal Health, and World Health Organization. Learn more at who.int/initiatives/global-laboratory-leadership-programme.