

# Leading Rwanda's digital future: A DHALP success story



Leadership component session for Rwanda cohort. Photo/PATH/Kazumuhiire Consolee.

The *Digital Health Applied Leadership Program (DHALP)* is a 6-month executive coaching program designed to prepare participants to successfully create and lead digital health transformation initiatives that strengthen health systems. Following the successful pilot, which trained 41 leaders from five countries, DHALP was expanded in 2025 to include Rwanda, Burkina Faso, and Zambia, engaging 60 mid-level digital health leaders. Participants apply the program's lessons directly within their institutions, translating knowledge into measurable systems change.

## A journey of leadership and systems thinking

In Rwanda, DHALP participants have been instrumental in advancing national digital health transformation. The program's emphasis on systems thinking, collaboration, and people-centered leadership has enabled participants to connect technology implementation with broader health sector goals.

One notable example is the role of Dr. Alice Nsengiyumva, a participant from the Ministry of Health's Health Workforce Development Department. During DHALP, Rwanda was developing its five-year Digital Health Strategy, a process co-led by two other DHALP participants. The insights gained from the program directly shaped the strategy's design, aligning it with the country's broader reforms and digital priorities.



"For me, DHALP has not only been about personal growth, but about positioning digital health at the center of systemic change. It is about preparing our health workforce for the future, leveraging innovations and emerging technologies such as AI, while staying grounded in equity and ethics." - Dr. Alice Nsengiyumva

A key focus within these reforms is the 4x4 Health Workforce Reform, which aims to quadruple Rwanda's health workforce. DHALP participants have ensured that this expansion is coupled with a strong digital literacy and innovation agenda, equipping health workers to use data and technology effectively to improve service delivery and patient outcomes.

## Linking digital health to national priorities

Through DHALP, participants have reinforced how digital transformation supports Rwanda's Health Sector Strategic Plan, the National Strategy for Transformation, and Vision 2050, which seeks to position Rwanda as a knowledge-driven, high-income country.

A tangible outcome of this leadership has been the move away from fragmented, standalone digital systems toward interoperability through the Rwanda Health Information Exchange (RHIE). This platform enables secure, seamless data sharing across the health sector, reducing duplication and improving efficiency, transparency, and accountability.

## Sustaining the impact

Rwanda's DHALP participants exemplify how leadership development can accelerate national transformation. They are applying their learning to strengthen digital governance, integrate innovation into workforce planning, and build capacity for future challenges, including the responsible use of emerging technologies such as artificial intelligence.

This success story highlights the core purpose of DHALP: empowering local leaders to translate digital health vision into action. By investing in people, Rwanda is ensuring that its digital transformation is sustainable, inclusive, and nationally owned—paving the way for a resilient, data-driven health system that delivers for all.

**"This is a vital capacity-building initiative that should be considered a prerequisite for any digital health leader entering the health sector"**

**- Ministry of Health Leader, Rwanda**

## Looking Ahead

The Digital Health Applied Leadership Program (DHALP) Alumni Network connects graduates across Africa, extending learning and collaboration beyond the classroom. Its launch marks the start of a sustained movement of digital health leaders committed to advancing sustainable, interoperable, and equitable health systems across the continent.

**Learn more and explore other DHALP success stories.**



DHALP Rwanda second cohort. PATH/Kazumuhire Consolee.