Eye care services do not operate in a vacuum. Rather, it should be viewed in the broader context of the society for which it is intended. Hence, development of skilled manpower oriented to the needs of the community is vital in our crusade against needless blindness. In contrast to an individualised health-care system, a community approach to eye care aims at improving the eye health of the entire community.

- Dr. G. Venkataswamy

Originating from that inspired vision two decades ago, Lions Aravind Institute of Community Ophthalmology (LAICO) became a reality in 1992. LAICO, established with the support of the Lions Club International Sight First Programme and Seva Sight Programme, is Asia’s first international training facility for eye care personnel from India and other parts of the world.

Often times, real issues in eye care are not relating to ophthalmology but lack of enabling environment - under-utilization of existing infrastructure and resources, creating the demand, lack of good supply chain, policies and procedures that could be addressed by good programme design, governance and efficient management.

To address this existing scenario, LAICO partners with the international NGOs like LCIF, Sightsavers International, CBM International, International Eye Foundation, ORBIS International, Right to Sight, Seva Foundation, WHO and other eye hospitals. LAICO provides its expertise and support to the eye hospitals through structured consultancy and capacity building process.

**Needs assessment visit**
LAICO teams conduct needs assessment visits to the hospitals to gain a better understanding of the working systems and management structure. This enables to establish a framework for capacity building specific to each hospital.

**Impact Of Capacity Building Process on 90 Hospitals**

<table>
<thead>
<tr>
<th>Phase</th>
<th>Description</th>
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<tr>
<td>1. Identification and selection of hospitals by funding agencies/direct request</td>
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<tr>
<td>2. Needs Assessment visit by a team of consultants</td>
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<tr>
<td>3. Capacity Building workshop (1 Week) for the Hospital key staff (Strategy plan development)</td>
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<tr>
<td>4. Follow-up of the strategy implementation by the hospital and (on site guidance)</td>
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<tr>
<td>5. Off site monitoring and advice for two years</td>
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**Vision Building, Strategy Planning Workshop / Manpower and Management Development Programme**
The workshops provide an environment for the key personnel from each hospital team to evolve a vision for their hospital. It also helps them to develop various strategies by which this vision can be translated into reality. These strategies are then formed into detailed action plans relating to demand generation, quality assurance, resource utilization and financial viability.

**On-site consultancy during follow-up visits**
After allowing six months for the hospitals to implement their strategies, LAICO makes follow-up visits to provide further support to the hospitals in implementing their action plan.
Monitoring through monthly reports and further follow-up visits

All the hospitals send a monthly performance report to LAICO that reflects the effect of the capacity building process and to plan for further support. As per the individual requirements of partner hospitals, workshops in skill development and standardisation of systems and follow up visits are conducted by LAICO.

Consultancy products

- Feasibility study for starting an eye hospital
- End to end solutions for an eye care programme
  - Planning and designing an eye hospital
  - Space designing and architectural layout
  - Instrument and equipment planning
  - Human resource planning
  - Designing, Protocols, Systems & procedures
  - Hospital Management software installation and training
- Enhancing performance and resource optimization of existing eye hospitals
- Costing and pricing of services
- Hospital programme expansion – setting up specialty eye care programmes/training programmes
- Designing residency programmes

- Developing human resources through structured training programmes for all categories of eye care personnel – Medics, paramedics & administration
- Country planning/Province planning of eye care services
- Programme evaluation

Who can approach?

- Organisations/individuals interested in setting up an eye hospital
- Existing eye hospitals
- International NGOs supporting eye care

For more information, please contact

Lions Aravind Institute of Community Ophthalmology (LAICO)
72, Kuruvikaran Salai, Gandhinagar, Madurai - 625 020
Ph.: 91-452-4356500; Fax: 91-452-254 0984
e-mail: consultancy@aravind.org
www.aravind.org

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Consultancy for Capacity Building

LAICO
Lions Aravind Institute of Community Ophthalmology

Over 200 partners
Multiple products