



## Four Spheres of Action

The "Four Spheres of Action" structure represents the four areas of responsibility and action (Operational, Medical, Managerial, and Community) where activities can be undertaken in relation to HIV/AIDS and make up a company's program. The objective of this structure is to help design a program that ensures ownership over diverse projects/sites, functions in the company (senior management, human resources, operational management, clinical services), and in the community. Needs, capabilities, choices and actions

undertaken in each of the areas, taken all together, will shape the contribution of the company and its communities in the country to their common HIV/AIDS issue. Through this approach, partnerships can also be developed between the company's staff who will participate and/or manage the program and NGOs, government programs, and other companies' activities. The members of the committees (staff, individuals and volunteers) in each sphere cooperate and use each other's strengths to maximize the chances of success.

The Program's **Focal Point** is a facilitator, who is responsible for coordinating the activities undertaken within the Four Spheres of Action across the different entities of the company in the country, for providing technical assistance and for reporting back to the Supervisory Committee.