

Imparting Knowledge and Skills in the Workplace through Peer to Peer Mentorship and Sisi Kwa Sisi Coaching

Coaching facilitates learning, diffusion and adaptation of quality and sustainable evidence-based family planning and adolescent and sexual and reproductive health information and services. Sisi Kwa Sisi (Swahili term loosely translated “from us by us”) coaching is an innovative peer-to-peer learning strategy that uses counterpart coaching and mentoring to impart knowledge and skills in the workplace to meet a given objective. For example, trained health providers at city level can mentor their peers on implementation of evidence-based interventions for scaling up family planning (FP) and adolescent sexual and reproductive health programs (AYSRH).

Key Outcomes:

- Adaptation and adoption of family planning evidence-based interventions
- Diffusion of best practices to improve quality and access at city level
- Create a pool of coaches and mentors at all levels of implementation



Steps

1

Identify Sisi Kwa Sisi coach

in any area who has demonstrated competency in a technical area, coached on TCI model including evidence-based interventions, and is able and interested in coaching their peers.

2

Link the Sisi Kwa Sisi coach to their peer

who will provide the coaching based on a [needs assessment](#).

3

Develop a plan of action

by preparing a [coaching plan](#) with a period for completion. The coaching should be structured through the Lead-Assist-Observe model. Reinforce skills especially around TCI's thematic areas of [Services, Demand and Advocacy](#); [M & E](#); [Finance management](#); [Program management](#); and [Resource mobilization](#).



Ensure implementation of the action plan

and follow up once the coaching has been done. Regularly monitor the action plan to see whether the coaching sessions are occurring and assess the quality.



Document best practices

and learnings that need to be **cross-pollinated**.

Useful Tips

- Assign at least one person in your program or organization to manage the coaching sessions at the city level.
- Train a pool of implementers to be able to reach more health providers through Sisi Kwa Sisi coaching.
- Schedule follow-up meetings (in-person, if possible), and provide additional details as needed.
- Ensure coaching sessions align with relevant work plans and strategic priorities.
- When staff members have other responsibilities, it can be difficult to make time for coaching sessions. Consider assigning this task to someone on the team or include the coaching reviews during program implementation meetings or quarterly review meeting.