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Nos Innovations Sont Les Vôtres

KLIC
Accelerating Health Systems Modernization

DE LA FORMATION À LA TRANSFORMATION : INTÉGRER LES SYSTÈMES DE RENFORCEMENT DES CAPACITÉS AU SEIN DU LIEU DE TRAVAIL

FROM TRAINING TO TRANSFORMATION: EMBEDDING CAPACITY-BUILDING SYSTEMS INTO THE WORKPLACE

Des Cieux Aux Écrans
À La Découverte Des Innovations En Santé Mondiale

From Skies to Screens
Discovering Global Health Innovations

KLIC Innovation Agora #10

Meeting interpretation/ Interprétation de réunion

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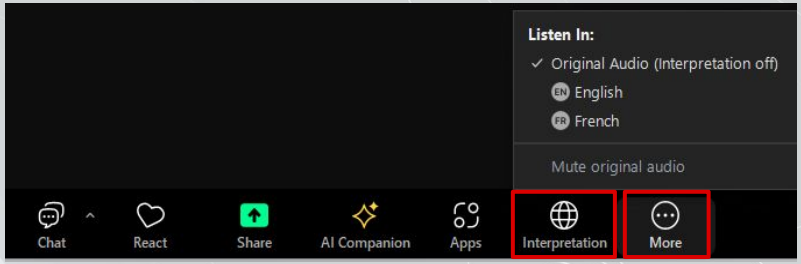

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Our KIA Facilitators #10
Nos facilitateurs KIA #10

Mr. Tommy Leab

Innovation Product Manager /
Chef de produit innovation
GaneshAID

Mrs. Dorothy Leab

Founder and CEO/
Fondatrice et PDG
GaneshAID

Mr. Minh V.H.Le

Partnership Executive/
Responsable des partenariats
GaneshAID

GaneshAID

Agenda/ Programme

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16:00 – 16:10	**Welcome/ Bienvenue**
	Delivered by Dorothy Leab (GaneshAID Founder and CEO)
16:10 – 16:25	**KLIC Talk – Global Insight**
	Empowering Public Health Workers through Learning and Performance Coaching Systems – Andrew Brown *Gavi's Vision for Learning and Workforce Performance under Gavi 6.0 - Elisa Roma*
16:25 – 16:35	**KLIC Talk - Partner Innovation Insight**
	GaneshAID Academy's Vision: Modernizing Learning and Performance Management Systems - Thai Giap. Moderated by Andrew Brown
16:35 – 17:05	**Fireside Chat - Innovator Voices: The C2P Rollout Journey**
	Interactive exchange among national leaders - Franck Hilaire Bete, Yarro Fatimata Diarra, Samiratou Adanminakou
17:05 – 17:10	**Group Photo**
17:10 – 17:25	**Demo Talk**
	Demonstration of C2P's integrated coaching cycles, performance dashboards, and analytics - Tommy Leab
17:25 – 17:40	**Country Clinics**
	How Can Countries Accelerate Workforce Learning and Coaching Systems?
17:40 – 18:45	**Closing Flash Talk**

KIA #10 | Learning & Performance Management – Apprentissage et Gestion de la performance

Building Learning and Performance Ecosystems for Health Workforce Excellence

Construire des écosystèmes d'apprentissage et de performance pour l'Excellence des personnels de santé

Dorothy Leab

Founder & CEO, GaneshAID

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Why Learning Matters?

01 Training ≠ Performance

02 Learning must be continuous and embedded

03 Health systems learn as people learn

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The KLIC Movement: From Insight to Country Innovation

01 - KIA Series (2024–2025)

Global exchanges identifying persistent equity obstacles and promising innovations

02 - Country Clinics (2025)

Innovation workspaces to co-design, observe, select, adapt, test, refine, deploy, and sustain innovations.

03 - KLIC 2025 Global Lab (Hanoi, 9–11 Dec 2025)

Annual convergence for showcasing prototypes and connecting countries with partners and sponsors.

04 - Hackathon Sprints (2026)

Acceleration of selected solutions into field deployment.

05 - Learning & Impact Cycle

Continuous feedback through KLIConnect and its Matchmaker Tool linking country obstacles to innovations.

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Vision: Learning Intelligence

A high-performing system is a learning system.

Embed learning where work happens.

Transform:

Supervision	→	Coaching
Data	→	Reflection
Dashboards	→	Dialogue

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From Insights to Action

Join the KLIC Movement

KLIC 2025 Innovation Lab

KLIC TALKers/ Storytellers/Panelists
Nos intervenants KLIC

Dorothy Leab
Founder & CEO, GaneshAID
(KLIC Talk)

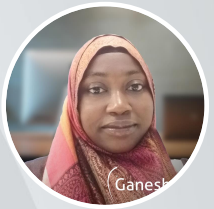
Andrew Nelson Brown
Adjunct Associate Professor at University of Canberra, Australia
(KLIC Talk)

Elisa Roma
Senior Manager, EPI Management & Health Workforce Performance, Gavi
(KLIC Talk)

Thai Giap
Academy Team Lead GaneshAID, Vietnam
(KLIC Talk)

Franck Hilaire Bete
Regional Director, KLIC NGO
(Voices from Innovators)

Yarro Fatimata Diarra
C2P Coordinator in Mali, GaneshAID
(Voices from Innovators)



Samiratou Adanminakou
HSS Coordinator in Senegal, GaneshAID
(Voices from Innovators)

Mr. Tommy Leab
Innovation Product Manager GaneshAID
(KLIC Talk)

Voices from Countries / Les Voix des pays

Nos intervenants KLIC

Dr. Ousseynou Badiane
Head of the Immunization Division, Coordinator of the EPI, Directorate of Prevention
Ministry of Health and Social Action of Senegal

Mr. El Hadji Amadou GAYE
EPI Focal Point at the Health Regional Directorate Kaffrine, Senegal

Dr. Souleymane Coulibaly
Head of the Quality Unit of the CNI, Mali
(Voices from Innovation Users)

Mr. Harouna Diarra
EPI Manager of the DRS of Sikasso, Mali
(Voices from Innovation Users)

KIA Techniques/ Techniques KIA

Innovation Storytelling

Histoires d'innovation

10 minutes

Focuses on the INNOVATOR or LEADER of innovation

Storytelling se concentre sur l'INNOVATEUR ou le LEADER de l'innovation

KLIC Talk

KLIC Talk

10 minutes

Focuses on INNOVATION

KLIC Talk se concentre sur l'INNOVATION

Mini-Training

Mini-formation

30 minutes

Short training on practical innovative skills and knowledge

Formation courte sur les compétences et connaissances pratiques et innovantes

Creativity game discovery

Découverte de jeux créatifs

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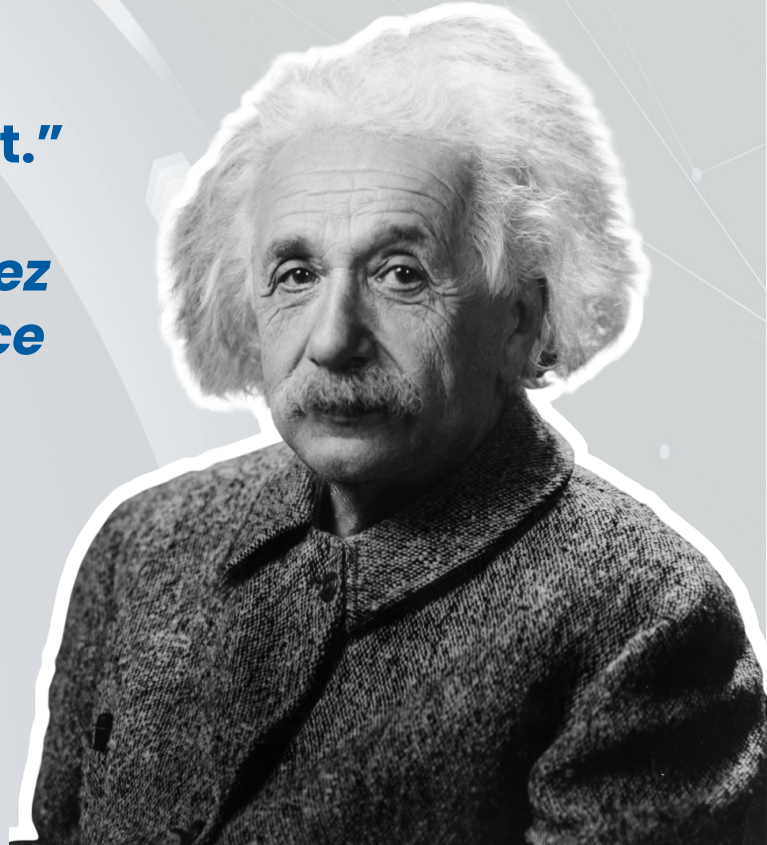
“If you always do what you always did, you will always get what you always got.”

« Si vous faites toujours ce que vous avez toujours fait, vous obtiendrez toujours ce que vous avez toujours obtenu. »

- Albert Einstein -



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Empowering Public Health Workers through Learning and Performance Coaching Systems

Renforcer les capacités des agents de santé publique grâce à des systèmes de coaching d'apprentissage et de performance

Mr. Andrew Nelson Brown
Adjunct Associate Professor at University of Canberra, Australia

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Gavi's Vision for Learning and Workforce Performance under Gavi 6.0

Vision de Gavi pour l'apprentissage et la performance de la main-d'œuvre dans le cadre de Gavi 6.0

Mrs. Elisa Roma
Senior Manager, EPI Management & Health Workforce Performance, Gavi

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GaneshAID Academy: Modernizing Learning and Performance Management in the Workplace

Building Continuous Learning and Coaching Systems for Health Workforce Excellence

Ms. Thai Giap
Team Lead, GaneshAID Academy

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Learning Where Work Happens /
Apprendre là où le travail se fait

GaneshAID Academy aims to:

- Embed learning and performance management in the workplace.
- Replace supervision with coaching and reflection.
- Use digital platforms and data to guide adaptive learning.
- Create a culture of collaboration and continuous improvement.

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GaLIX – The GaneshAID Learning Intelligence eXperience / *GaLIX – L'expérience d'Intelligence d'Apprentissage de GaneshAID*

1. Unified learning intelligence platform serving as LMS.
2. Hosts eLearning, blended, and microlearning courses.
3. Digital Library with SOPs, job aids, manuals, and reference materials.
4. Tracks competencies aligned with WHO Academy and Gavi 6.0 frameworks.
5. AI-powered analytics for personalized learning paths.
6. Integrated with C2P for continuous workplace feedback.
7. Social learning network for peer mentoring and collaboration.

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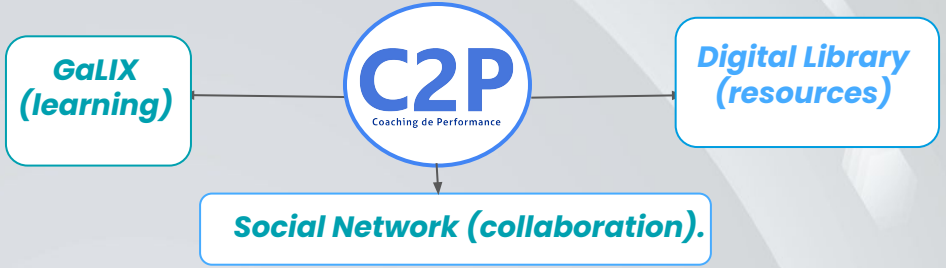
C2P – Embedding Coaching, Collaboration, and Performance in the Workplace

What C2P is:

- Mobile and web-based performance coaching app for EPI managers, supervisors, and vaccinators.
- Integrates learning, performance monitoring, and social collaboration into the workplace.



Core Components:

1. Coaching Cycle Module
   - Tools for structured observation and feedback.
2. Performance Analytics Dashboard
   - Real-time competency tracking.
3. Action Plans & Micro-Learning
   - personalized prompts linked to GaLIX modules.
4. Digital Library Access
   - in-app connection to SOPs, job aids, and checklists.
5. Integrated Social Learning Network
   - connects coaches and vaccinators for experience sharing and mentoring.
6. Offline Functionality
   - operational in low-connectivity areas with sync.
7. National System Integration
   - interoperable with HR and EPI systems for unified reporting.

Embedded Value:

- Converts supervision into supportive coaching.
- Connects learning, tools, and community in one space.
- Reinforces motivation, teamwork, and continuous improvement.

Workplace Learning in Practice: Insights from C2P Implementation Research (Phase 2)

C2P
Coaching de Performance

Objective: Understand how C2P influences learning, behavior, and workplace culture.

"C2P helps me guide my team, not just check their work."

District Supervisor, Mali

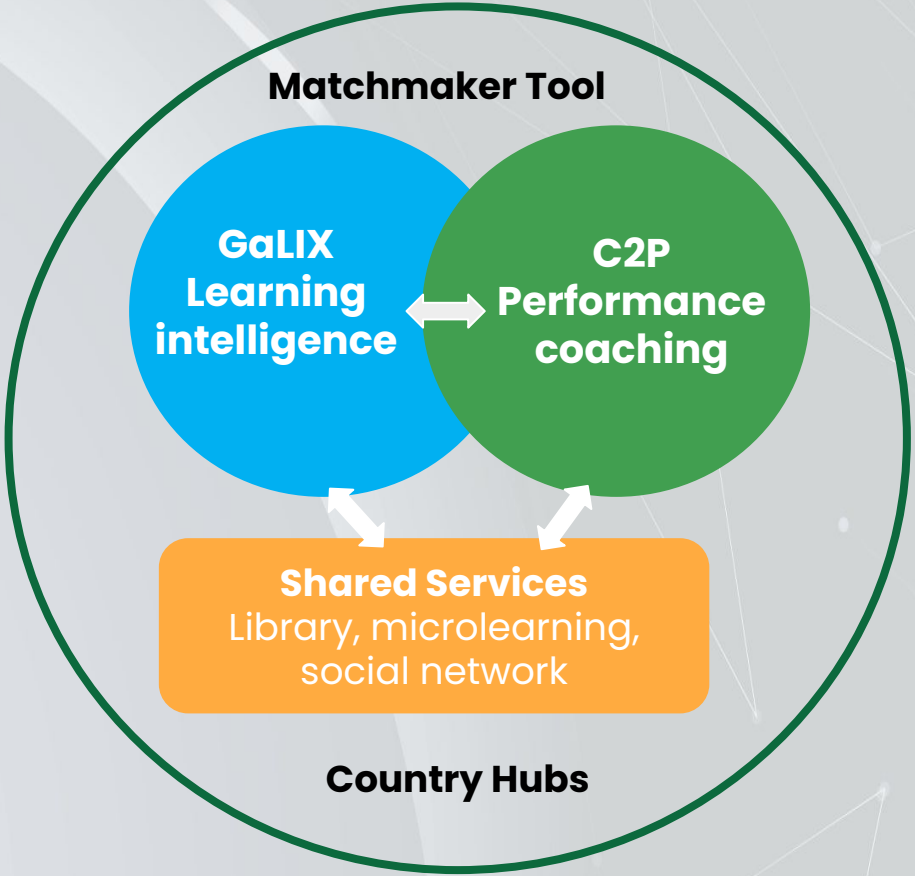
Key Insights:

- Supervisors shifted from inspection to coaching, emphasizing dialogue and trust.
- Health workers found C2P useful for real-time guidance and peer feedback.
- Users appreciated quick access to SOPs and sharing experiences via the social feature.
- District teams used C2P data to identify challenges and prioritize coaching sessions.
- Integration into daily routines increased engagement and ownership of results.

Scaling Learning Intelligence Across Systems

C2P
Coaching de Performance

1. Expand GaLIX and C2P integration within national learning systems.
2. Strengthen the Digital Library and Social Learning Network.
3. Build Learning Intelligence Dashboards linking workforce data to outcomes.
4. Collaborate through KLIC2025 Innovation Lab to co-design country-led models.



GaneshAID Academy – Learning where it happens, improving as we work.

Recent Global L&D reports 2025 – 2026 all point to the same major shifts:

Embedding learning

in the flow of work, not outside of it

AI-powered personalization

that adapts to each learner's pace and context

Coaching at scale

where real-time feedback replaces static supervision.

Source: EI Powered by MPS

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“GaneshAID Academy is not delivering training. We are building a living system-where learning happens every day, in every health facilities, through every worker.”

Academy

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Fireside Chat / *Discussion Conviviale*

From Pilot to Institutionalization: Scaling the Coach2PEV (C2P) Innovation Across Three Countries / *Du projet pilote à l'institutionnalisation : étendre l'innovation Coach2PEV (C2P) à travers trois pays*

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Founder & CEO, GaneshAID

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Regional Director, KLIC NGO

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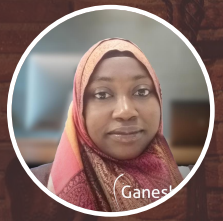
C2P Coordinator in Mali, GaneshAID



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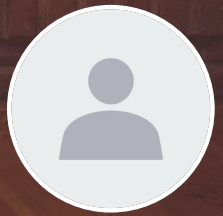
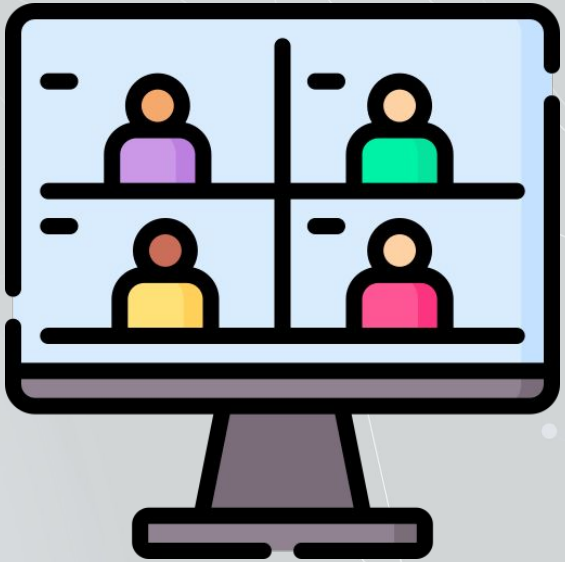


Mr. Harouna Diarra
EPI Manager of the DRS of Sikasso, Mali

Group photo!/ Photo de groupe !

Please turn on your webcam for a group photo. / Veuillez allumer votre webcam pour une photo de groupe.



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Demo Talk

Demonstration of C2P's integrated coaching cycles, performance dashboards, and analytics

Démonstration des cycles de coaching intégrés, des tableaux de bord de performance et des analyses de C2P

Mr. Tommy Leab
Innovation Product Manager
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Country Clinics

Collaborative Reflection and Action Planning

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Scan the QR code or access via the link to submit your answer / *Scannez le code QR ou accédez au lien pour soumettre votre réponse.*

What **one concrete action** can your country take in the next 6–12 months to embed learning and performance coaching for frontline health workers?

Quelle **action concrète** votre pays peut-il entreprendre au cours des 6 à 12 prochains mois pour intégrer l'apprentissage et le coaching de performance pour les agents de santé de première ligne?

For example:

- Integrate a digital tool (e.g., C2P, VacciForm) into supervision or training plans
- Establish coaching and feedback sessions at district level
- Link learning outcomes to staff appraisal or career development

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Closing Talk

Flash-talk de clôture

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Thank you!
Merci !

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