

## MODULE THREE

# Coalition Implementation Team and Leadership



## PART I Coalition Implementation Team

### Day-to-Day (Implementation Team Functions):

- 1** Assess and create **ongoing “buy-in”** and **readiness** across the community.
- 2** Install, ensure aligned operation of, and sustain **implementation infrastructure** and best practices.
- 3** Develop and implement **action plans** to manage stage-based work.
- 4** Ensure the use of data, including **fidelity** and **outcome data**, across the community prevention system for continuous improvement.
- 5** **Involve key system and community partners**, including parents and families, in implementation activities and decision-making for system improvement.
- 6** Organize and direct the **day-to-day flow of information** to support implementation.
- 7** **Identify and address implementation barriers** and ensure the spread of solutions to support successful implementation.





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### PART II

## Coalition Implementation Team Competencies

An implementation team is a team where members ensure broad readiness, install cross-community capacity, and manage day-to-day operations to implement and improve on the community's plans for parenting and family support.

There are four highly recommended competencies for effective implementation teams. Not every member of your coalition implementation team needs to have each of these competencies, but best practices suggest that all four competencies are recommended across your team.

Implementation teams (supporting day-to-day functions) have cross-team competencies in:

- **Triple P**  
"Fluency" at coalition-level;  
"Proficiency" at agency-level
- **Effective implementation strategies and best practices**  
"fluency" at coalition-level;  
"proficiency" at agency-level
- **Experience with system/organizational change**  
Adaptive leadership, communication, problem-solving
- **Data-driven improvement methods**  
Plan-Do-Study-Act methods, continuous quality improvement methods; particularly at coalition-level

### Competencies

#### Proficient in Triple P

YES



NO



#### Proficient in effective implementation strategies and best practices overall

YES



NO



#### Prior experience supporting organizational change for any new program or practice

YES



NO



#### Confident using data to make day-to-day decisions and improvements

YES



NO





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### PART III

## Build a Coalition Implementation Team

Great job identifying your team's skills and competencies. It can be difficult to bring an effective team together to lead Triple P implementation, especially when some members are busy or may work part time on your team.

Often, teams are best started by repurposing an existing team, however, if necessary a new team can be formed. Additionally, a coalition implementation team of three to five members is beneficial to endure any turnover. In some counties, a coalition implementation team includes two coordinators and an evaluator. An implementation team may also include coaching facilitators and outreach coordinators who assist and support Triple P implementation.

#### Director of Lead Agency

Carissa



#### Coordinator of Lead Agency

Andrea



#### Triple P Scale up and day-to-day operations

John

Edward

Kristy



Remember, having three to five team members with sufficient dedicated time will put your team in the best position to support community Triple P coalition success and sustainability.



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### PART IV Executive Leadership

#### Leadership Functions

- 1** Demonstrate ongoing **commitment to the implementation and scaling** of Triple P to achieve intended outcomes for community children and families.
- 2** Demonstrate ongoing **commitment to community and tribal partnerships** to ensure cultural values and experiences are incorporated into practice and system changes.
- 3** Create appropriate **opportunities for change** within the community prevention system.
- 4** **Nurture systems changes** once they are underway.

#### Core Competencies within Leadership Teams

Usually includes agency leaders with executive authority over Triple P  
Leadership teams (supporting executive functions) have cross-team abilities for:

- **Adaptive leadership**
- **Innovation** and ongoing learning informed by data
- Strong **communication** of vision and mission
- **Social modeling**
- **Recognition and compassion**
- **Teaming** with those leading Triple P implementation work
- **Partnering** with system and community partners



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There are a few opportunities to create change within the Triple P system. How will you gain Carissa's input for the following situations?

Your choices will show below in the speech bubbles. Check to see if it matches the correct answer.



Your coalition has partnered with an outside organization to gain assistance with a rigorous evaluation of the Triple P system in your community.



However, beyond program evaluation, your team understands the importance of using the data for quality improvement. To date, this has not been a practice within your Triple P coalition. Your team knows it would be beneficial for the lead agency to hire another implementation team member who skills related to the construction of monthly data dashboards and continuous quality improvement techniques.

Remember, this position may require seeking additional funding!

How might you approach Carissa about this need?

YOU CHOSE:

FEEDBACK



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THE CORRECT ANSWER IS:

Carissa, our implementation team needs to do a better job of fulfilling our responsibilities related to continuous quality assurance and improvement for Triple P in the community. Right now, we do not have a team member with those skills. Bringing an additional team member on board to ensure these activities within the coalition will not only help us meet our contract requirements with the state, but perhaps become a model for how to exceed expectations through regular improvement activities.

Correct! You have explained the problem as well as shown the benefit of having an additional team member to fill the role.



CARISSA

I hate to hear that we aren't meeting expectations for quality assurance and improvement. I know that we've partnered with an outside organization for program evaluation. Unfortunately, I do not know if we have funds to hire a position specifically for more regular quality assurance and improvement activities. Can you take on these tasks?

YOU CHOSE:

FEEDBACK

THE CORRECT ANSWER IS:

I understand, the budget is tight and may not be as flexible as we need for this, especially since we are using established grant funds. Unfortunately, I cannot take on the additional task because I do not have those skills. However, I wonder if you can help us look for additional funding so we can hire a team member with the right skills and dedicated time.

Correct! You have explained the problem as well as shown the benefit of having an additional team member to fill the role.



CARISSA

I will think about that. I know a few organizations that might provide funding opportunities for these sorts of activities. I will contact them to get more information about the possibility of funding another position to take on regular quality assurance and improvement activities.

You did a wonderful job! Let's consider another situation where your team may need assistance from leadership.



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Working at the lead agency requires partnering with community Triple P service agencies. Your implementation team has built strong relationships with child care settings. However, you have not made connections with many community mental health agencies. Although you've met with some mental health agency leaders and sent follow-up requests, you continue to have difficulty getting them on board.

How might you approach Carissa about this issue?

Here is your response:

Use this area to edit your response:



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CARISSA

I hear that you are having trouble engaging mental health agencies. It's really important to include these agencies in our Triple P scale-up efforts in the community. Unfortunately, I don't think there is anything I can do to help because I am so busy and often have meetings scheduled for other priorities.

YOU CHOSE:

FEEDBACK

THE CORRECT ANSWER IS:

Yes, we know you're busy Carissa but the implementation team really needs your help breaking through this barrier. A contact from you, perhaps even an email or brief phone call, could go a long way to demonstrating to these agencies how important we see their involvement in our community Triple P efforts. We could take the follow-up from there.

Correct! Acknowledging that Carissa is busy is important. Also, being open about the implementation team's needs and Carissa's unique ability to contribute in may increase the leader's buy-in.



CARISSA

Well, I don't have a lot of time this week however I may be available next week. I can send a few emails and make a few phone calls to mental health agency leaders that I know. This may broker a connection and create an opportunity for you to begin Triple P implementation in those agencies.

Great job helping Carissa understand the needs of day-to day staff and gaining her buy-in to support you! As you have ongoing support needs, continue to articulate those needs, benefits for the team/organization, and reinforce the uniquely important role of leadership contributions and involvement.



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