

10 Core Practice Components & Activity Inventory

THESE ARE THE 10 CORE COMPONENTS THAT YOU SHOULD AIM TO ACHIEVE...

3 ASSESS IMPLEMENTATION CAPACITY, PERFORMANCE, AND PROGRESS TOWARD INTENDED OUTCOMES

- Conduct qualitative interviews (initial or follow-up) to assess implementation capacity and performance within the primary organization receiving support
- Conduct quantitative assessment of implementation capacity and performance (initial or follow-up) within the primary organization receiving support
- To assess the primary organization's broader context, current plans, or progress towards desired outcomes, review organizational and/or system records (initial or follow-up)
- Conduct qualitative interviews (initial or follow-up) to assess implementation capacity and performance within secondary organizations being supported by the primary organization
- Conduct quantitative assessment of implementation capacity and performance (initial or follow-up) within secondary organizations being supported by the primary organization

7 FACILITATE LEADERS AND TEAMS' APPLICATION OF SKILLS, RESOURCES, AND ABILITIES WITHIN THEIR CONTEXT

- Facilitate appropriate, naturally occurring or intentionally created experiential learning activities related to established implementation performance goals, so that leaders and teams apply knowledge, skills, and organizational/system structures, resources, or practices (whether old or new)
- Ensure that leaders and teams engage in experiential learning activities within the full context of their system environment
- Before engagement in experiential learning activities, use anticipatory guidance to promote leaders and teams' success, ensure their safety, and facilitate their anticipatory problem solving related to perceived or potential threats/challenges

4 FACILITATE COLLABORATIVE AGREEMENTS ABOUT IMPLEMENTATION PERFORMANCE GOALS ON WHICH TO FOCUS SUPPORT

- Facilitate shared understanding about strengths and needs (initial or remaining) related to the implementation capacity and performance of the primary and any secondary organizations
- Set realistic, jointly conferred goals for establishing or improving specific domains of implementation performance within the primary and any secondary organizations
- Set realistic, jointly conferred strategies focused on the development of organizational resources and abilities in the primary organization to meet each established implementation performance goal
- Facilitate prioritization of implementation performance domains and goals according to emergent needs, natural sequences, and/or implementation science/best practices
- Determine multiple "early wins": initial action steps that can easily be accomplished to build positive momentum towards the achievement of strategies and implementation performance goals

8 PROVIDE SUPPORTIVE BEHAVIORAL COACHING TO LEADERS AND TEAMS

- Observe or debrief leaders and team members' experiential learning activities related to established implementation performance goals
- Build confidence of leaders and team members to achieve established implementation performance goals by providing specific behavioral praise
- Engage leaders and team members in ongoing independent and/or in-person adult learning activities that promote skill and knowledge refinement for the next application
- Normalize or temper thoughts and/or feelings related to the application of knowledge or skills (old or new) within local context
- Promote the generalization of leaders and team members' specific skills and professional judgements to varied applied contexts

1 BUILD COLLABORATIVE RELATIONSHIPS

- Establish or revise partnership roles, responsibilities, and expectations
- Provide emotional or practical support regarding hopes, concerns, needs, preferences, and/or context factors
- Support emotional and practical readiness for next action steps
- Conduct personal check-ins about work of life more broadly
- Facilitate the development or revision of group agreements about values and/or behavioral norms for working together
- During working meeting, provide or share food on or off site
- Engage in social or professional activities outside normal working environment

5 PROVIDE ADULT LEARNING ON IMPLEMENTATION SCIENCE AND BEST PRACTICES TO LEADERS AND TEAMS

- Set and monitor (empirically or observationally) the progress of learning objectives related to implementation science/best practices for established implementation performance goals
- Use independent and/or in-person adult learning strategies to facilitate presentation and practice of implementation science/best practice knowledge and skills related to established implementation performance goals
- Use incidental or "just in time" learning to strengthen connections between implementation science/best practices and real-time discussions or activities
- Facilitate the use of online learning resources
- Broker external learning resources or events

9 FACILITATE COLLECTIVE LEARNING AND ADAPTIVE PROBLEM SOLVING

- Facilitate leaders and teams' use of data, feedback, and implementation science/best practices to identify and analyze root causes of barriers, challenges, and lessons learned as they actively pursue established implementation performance goals
- Hold leaders and teams accountable to what has been agreed upon (including references to prior agreements and expectations)
- Facilitate leaders and teams' identification of technical and adaptive elements of challenges and the use of appropriate strategies to address them
- Facilitate leaders and teams' documentation of collective learning and problem solving
- Facilitate leaders and teams' engagement of key partners for shared learning and help with problem solving

2 REINFORCE LEADERS AND TEAMS' SELF-REGULATION OF EFFECTIVE IMPLEMENTATION PERFORMANCE

- Reinforce leaders and teams' perceptions of their abilities to apply implementation science/best practices to attain desired performance goals and implementation outcomes (Self-efficacy)
- Reinforce leaders and teams' use of their organizational/system structures, protocols, measures, and tools to manage and improve implementation performance (Self-management tools)
- Reinforce leaders and teams' perceptions of their responsibility for, ownership of, and influence over adaptive organizational change and implementation performance (Personal agency)
- Reinforce leaders and teams' abilities to identify and respond to adaptive and technical challenges to implementation performance (Problem solving)
- Reinforce leaders and teams' perceptions of their abilities to autonomously manage implementation performance, with ongoing support only as needed from external support providers (Self-sufficiency)

6 FACILITATE THE DEVELOPMENT OF IMPLEMENTATION CAPACITY

- Working together with leaders and teams, develop, adapt, and/or monitor progress of shared action plans to advance previously identified strategies focused on the development of organizational resources and abilities to meet established implementation performance goals
- Building on prior implementation science/best practice knowledge and skill learning, facilitate the development or refinement of organizational/system structures, resources, or practices for leaders and teams' management of implementation performance in accordance with established implementation performance goals
- Link relevant items from capacity assessments (CCA/IDA /IOCA) to shared action plans
- Utilize PDSA cycles as appropriate to systematically improve the development of organizational/system structures, resources, or practices
- Broker external partnerships or resources to advance the development of organizational/system structures, resources, or practices

10 TRANSITION OUT OF INTENSIVE IMPLEMENTATION SUPPORT

- Establish a shared rationale for transitioning out of intensive implementation support
- Facilitate leaders and teams' understanding of when and to whom they might need to reach out for support in the future
- Facilitate leaders and teams' identification of the support processes that best contribute to their ongoing success and sustainability