Applying Insights from the Practice and Science of Implementation to the work you do!

Melissa K. Van Dyke
Making Change Happen:
Understanding the Change Process

How we hope things will go...
Making Change Happen: Navigating Change

How things typically go ...

DOGHOUSEDIARIES
From: “What can we do with what we have?”

To: “What will it take to do what needs to be done?”

- William Foege, the epidemiologist who is credited for the strategy to eradicate smallpox
Evidence to Practice Gap - Know-Do Gap
Insufficient Navigation Tools

Best Data Show These Methods, When Used Alone, Do Not Result in Use of Innovations as Intended

- Diffusion/ Dissemination of information
- Training
- Legislation/ mandates/ regulations
- Providing funding/ incentives
- Organisation change/ reorganisation

In isolation, each of these methods produce very little measurable change (5 to 15%)

Fixsen, Naoom, Blase, Friedman, Wallace, 2005

Photo thanks to Bill Miller
Implementation gap – predictable implementation challenges!

- **Readiness:**
  - Insufficient awareness of the importance of the change to persevere
  - Insufficient readiness to tolerate or manage risk differently

- **Alignment:**
  - Current procedures/processes do not align with new way of work
  - Current broader system arrangements do not facilitate new way of work
Evidence to Practice Gap - Know-Do Gap

- Implementation gap
  - Consistent and competent use of effective approach
  - Sufficient capacity to sustain
  - Sufficient scale
What’s the Way Forward?
Achieving the Vision

- Effective Innovations
- Effective Implementation Methods
- Enabling Contexts

- Socially Significant Outcomes

Fixsen, et al., 2008
Frameworks for Implementation

• ...capture the factors that influence the full and effective implementation of an innovation ...

• ...which helps us ...
  
  • To describe implementation situations more easily
  • To identify the right questions more quickly
  • To analyse areas of strengths and challenges more effectively to inform decision-making and general improvement efforts
Active Implementation Frameworks

An organized summary of current practice-based and research-based evidence in implementation practice, science, and policy
Using **Implementation Science** to Make Change Happen

The current system is designed “intentionally or unwittingly to achieve precisely the results it gets”*

**What will it take to do what needs to be done?**

* Quotation attributed to R. Spencer Darling

**William Foege**
Achiving the Vision

Effective Innovations

People cannot benefit from innovations they do not experience

Enabling Contexts

Socially Significant Outcomes

Fixsen, et al., 2008
For more information...

The AIRN Active Implementation Research Network® is a learning organization designed to promote and establish coherent and collaborative approaches to implementation practice, research, and policy and to support the development of implementation science as a field and a profession. Learn More About AIRN

Recent Newsletters
- An implementation-informed solution for COVID 19 (and COVID 20, 21,...)
- Handout 2: Community Health Teams and Implementation Teams for National Health Response
- OnAir: Implementation Research after 15 Years

Books and Manuscripts
- Implementation Process and Outcomes (2010)
Implementation Practice & Science

For more information:
https://www.activeimplementation.org/

Active Implementation Research Network