

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

Melissa K. Van Dyke

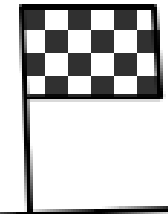
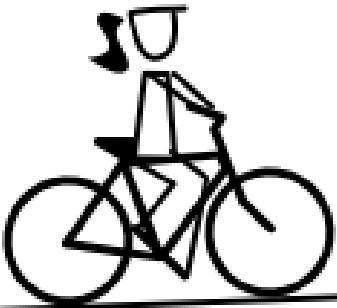


Active Implementation
Research Network

Making Change Happen:

Understanding the Change Process

How we hope things will go...



Making Change Happen:

Navigating Change

How things typically go ...



DOGHOUSE DIARIES



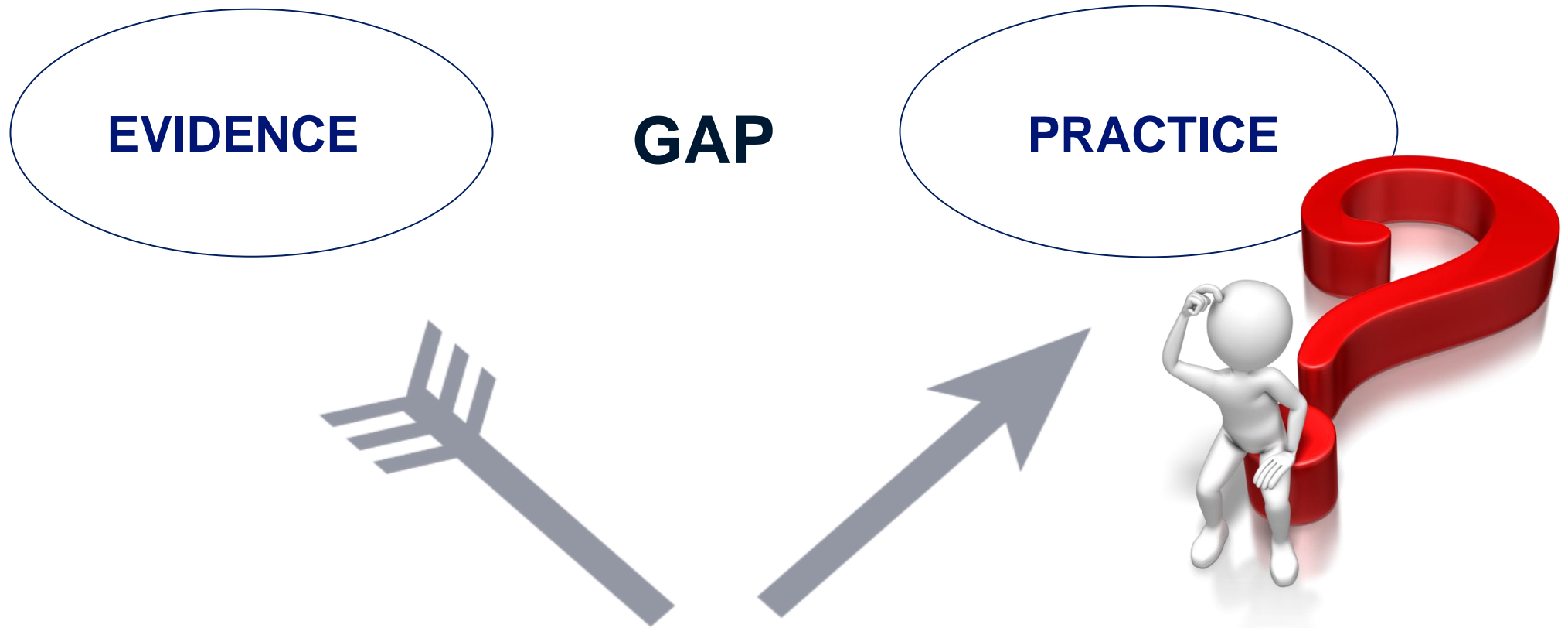
Changing the Question

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



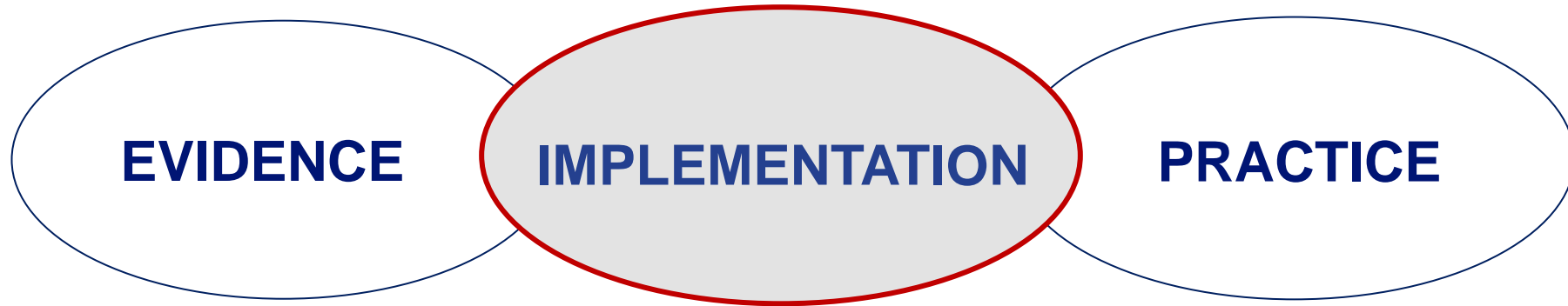
• Evidence to Practice Gap •



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



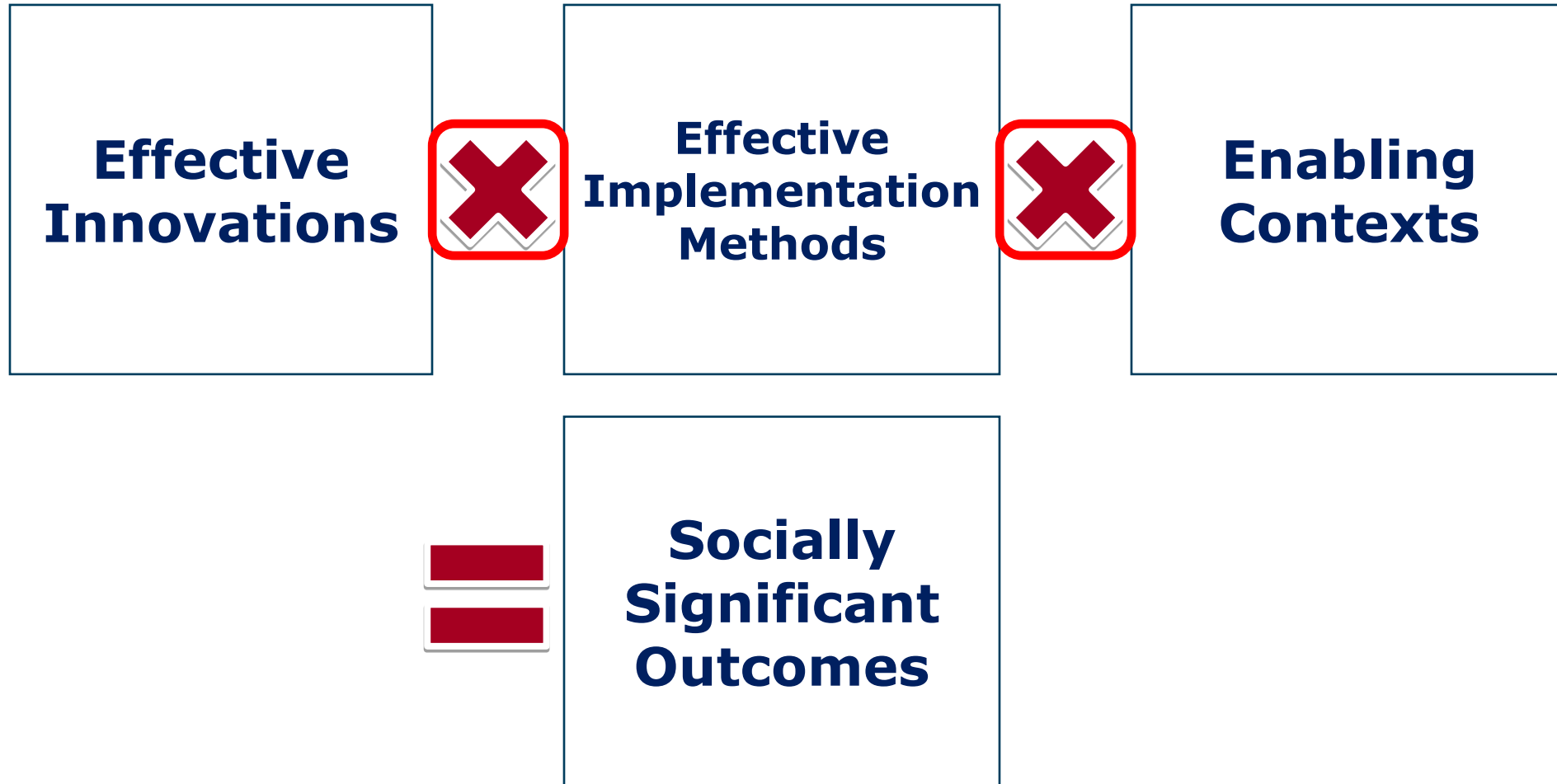
– Implementation gap

- Consistent and competent use of effective approach
- Sufficient capacity to sustain
- Sufficient scale

• *What's the Way Forward?* •



Achieving the Vision



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



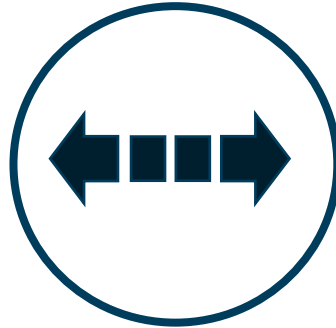
Active Implementation Frameworks



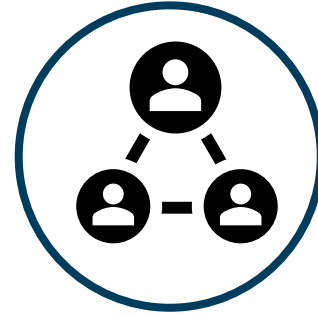
Usable
Innovations



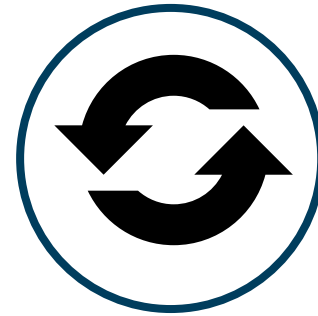
Implementation
Drivers



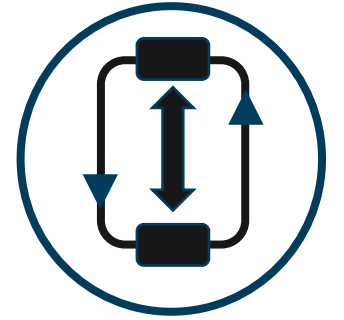
Implementation
Stages



Implementation
Teams



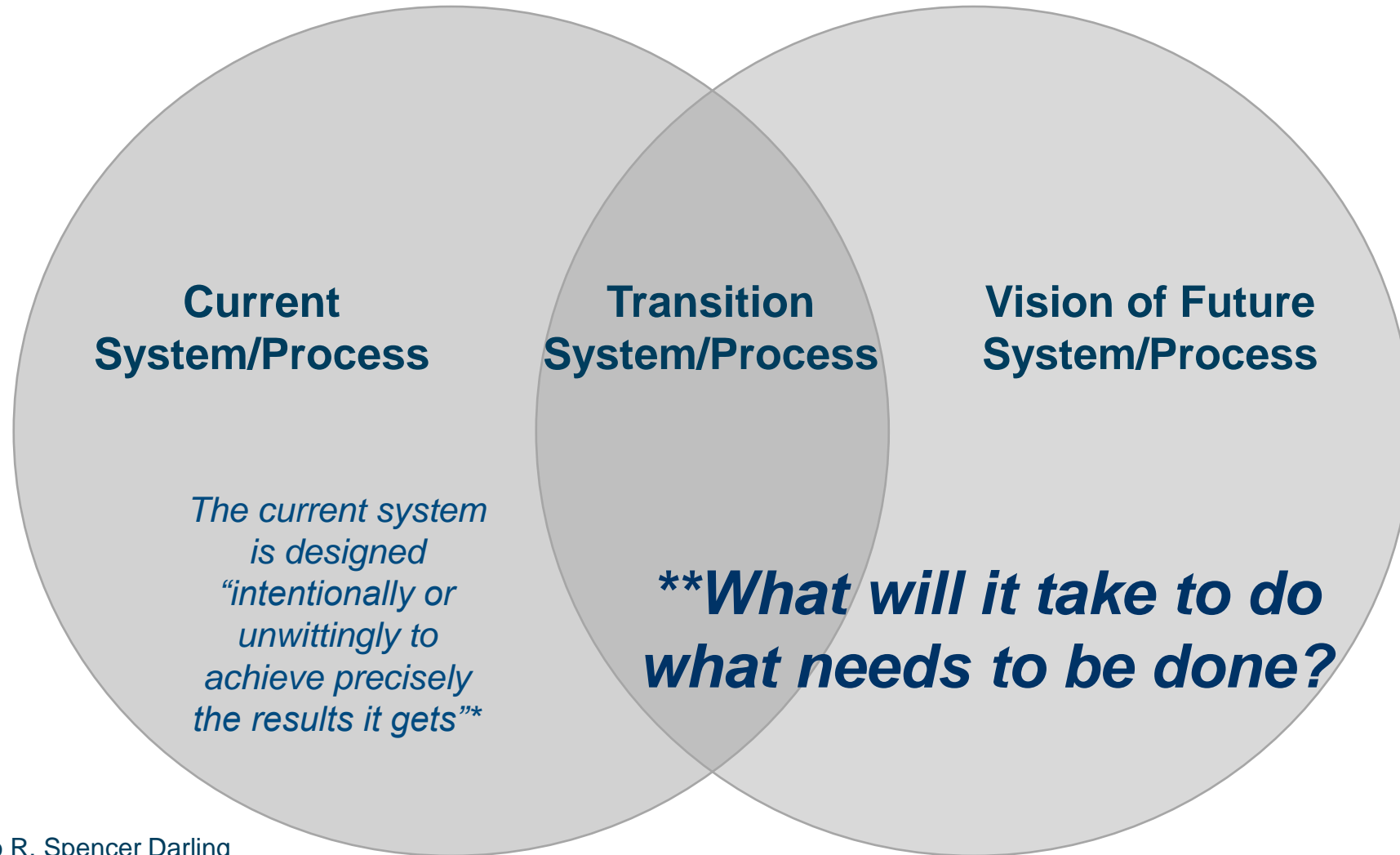
Improvement
Cycles



Systemic
Change

An organized summary of current practice-based and research-based evidence in implementation practice, science, and policy

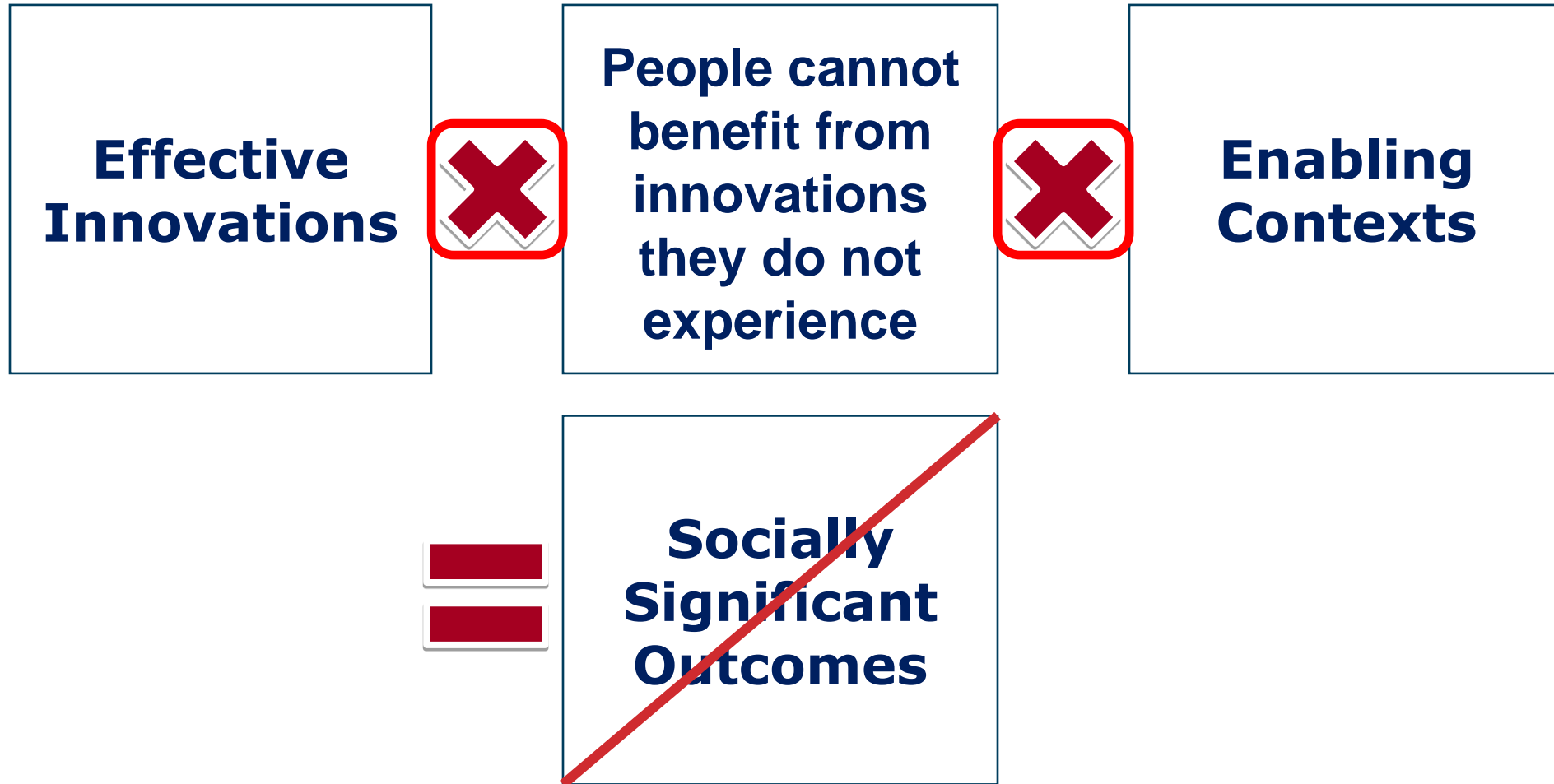
Using Implementation Science to Make Change Happen



* Quotation attributed to R. Spencer Darling

**William Foege

Achieving the Vision



Fixsen, et al., 2008

For more information...



HOME FRAMEWORKS PRACTICE

The AIRN Active Implementation Research Network® is a learning organization that promotes the development and integration of effective implementation practice, research, and policy and to support the development of implementation science as a field and a profession.

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- Handout 2: Community Health Teams and Implementation Teams for National Health Response
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Books and Manuscripts

- Implementation Practice and Science (2019)
- Implementation Research: A Synthesis of the Literature (2005)



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Learn more about the *History and Future Directions of the GIS.*



Implementation Practice & Science

For more information:

<https://www.activeimplementation.org/>



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