Landing
Your Jet

Surviving and Thriving as a Leader Through EBP Implementation

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OBJECTIVES

Understanding the value of purposeful implementation

Understanding the leadership’s role in implementation:

- Creating and supporting a learning culture
- Inspiring your team to use data and value fidelity
- Aligning infrastructure
Leadership Question

What questions do you have implementation leadership that you would like to address during this session?
Who is EPIC?

• Evidence-Based Practices Implementation for Capacity
• Housed in the CO Department of Public Safety, Division of Criminal Justice
• Provide:
  – Implementation Consulting and Assistance
  – Skill Development
Implementation Support

• Partner in the change process
• Develop implementation teams
• Establish data-informed decision making
• Engage stakeholders to create and support an implementation infrastructure
• Identify communication needs and establish improvement cycles
• Support innovation fidelity
Without guided and directed implementation, only 14% of new scientific discoveries (EBP’s) enter day-to-day practice.

-Balas and Boren, 2000:65
Experience and research shows that supervisor support is a major factor in whether or not implementations succeed.
Leadership
Leadership

- Value of purposeful implementation
- Leadership’s role in implementation:
  - Creating and supporting a learning culture
  - Using data and valuing fidelity
  - Aligning infrastructure
Implementation Drivers

- Competent workforce
- Hospitable environment
- Engaging leaders

Source: NIRN Active Implementation Hub
Leadership and Drivers

Reliable Benefits

Consistent and Competent Use of Innovation

Develop practitioners’ competence and confidence to implement

Use the right leadership strategies for the situation

Ensure sustainability at the organization and system levels

Source: Building Implementation Capacity, 2015, Schroeder, et al
Competency Drivers

• Training (updates, refresher, “how to learn”)
• Coaching (“expert” feedback)
• Practice groups (peer to peer feedback)
• Supervision (supervisor feedback)
Learning Culture

- Case staffing
  - Practice groups
- Practice teams
  - Mentoring
Supporting Learning as a Leader

- Support opportunities for practice
- Inspire and keep them motivated
- Making sure they have the knowledge and tools
- Freeing up time
  - Covering appointments
  - What can we take off of their plates?
- What we pay attention to matters
  - What are we messaging?
Staff Selection

– Who you hire matters
  • Be clear about your vision and purpose
  • Not just hiring
– Who is the right person for this?
– Why are they the right person?
  • Tell them why...
– Think about how to get buy-in for the new process
  • Because I said so doesn’t even work with kids...
Being a Supportive Leader

Learning and growing is a vulnerable process

– Fear of not being able to learn new ways
– Fear of looking like you are incompetent
– Fear of losing your job
– Dealing with loss
Using data to inspire your team

Walking The Road Leading Up to Outcome Data
What data do you currently use to measure progress?