

# Implementation Science Institute

June 13<sup>th</sup> – 14<sup>th</sup>, 2018



# Implementation Specialists

Building Competency and Skill

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SCHOOL OF SOCIAL WORK  
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**NIRN**

NATIONAL IMPLEMENTATION  
RESEARCH NETWORK

# Developing the Field of Implementation Science

## First Wave

Led to the development of the Implementation Frameworks

## Second Wave

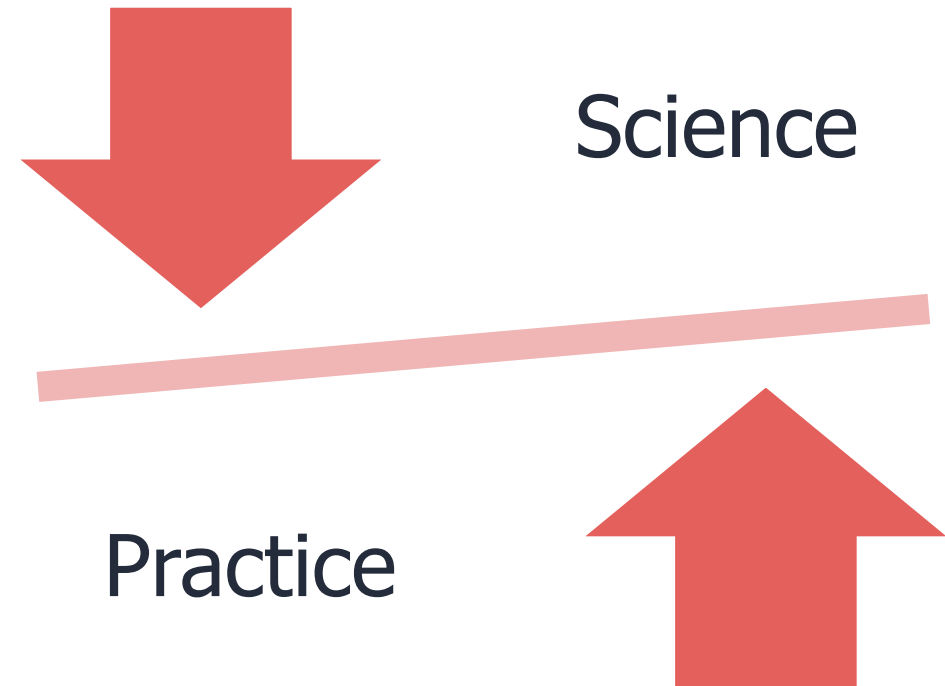
Use of more flexible, modular approaches based on the application and combination of 'core elements' of effective implementation, for specific purposes, across differing contexts





# What Competencies are Required to Apply Implementation Science in Practice?

... to make Implementation Science useful for policy makers, commissioners, service managers and practitioners





# Implementation Specialist and Change

## Strategies and Tactics



Co-Creation



Ongoing  
Improvement



Sustaining  
Change



## Outcomes and Impact

Implementation Science is  
applied, sustained, and  
locally owned

Evidence is used

Communities and  
people benefit



# Implementation Specialist Philosophical Principles

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The specific values and principles that guide Implementation Specialists' day to day work

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- ✓ Empathy
- ✓ Curiosity
- ✓ Commitment
- ✓ Methodical
- ✓ Transdisciplinary



# Implementation Specialist Competencies



Co-Creation	Ongoing Improvement	Sustaining Change
<ul style="list-style-type: none"><li>• Co-learning</li><li>• Brokering</li><li>• Address Power Differentials</li><li>• Co-Design</li><li>• Tailored Support</li></ul>	<ul style="list-style-type: none"><li>• Assess Need &amp; Context</li><li>• Apply and Integrate Implementation Science Approaches</li><li>• Conduct Improvement Cycles</li></ul>	<ul style="list-style-type: none"><li>• Grow and Sustain Relationships</li><li>• Build Capacity</li><li>• Cultivate Leadership</li><li>• Facilitation</li></ul>

# Co-Creation

Support the active involvement of stakeholders in all stages of the production and implementation process resulting in service models, approaches, and practices that are contextualized and tailored to settings

## Essential Functions

- Co-Learning
- Brokering
- Addressing power differentials
- Co-Design
- Tailored support





# Ongoing Improvement

Support the use of quantitative and qualitative feedback at each stage of implementation accompanied with regular personal, team, and stakeholder debriefings to support improvement.

## Essential Functions

- Assessing need and context
- Applying and integrating implementation science approaches
- Conducting improvement cycles



# Sustaining Change

Support the sustainability of interventions and approaches by developing a shared vision and mutual accountability, building on existing relationships, problem solving and resource sharing, and maintaining collaboration over time

## Essential Functions

- Grow and sustain relationships
- Build capacity
- Cultivate leadership
- Facilitation





# Implementation Specialist Practice Profile: Read More

[Implementation Specialist Practice Profile](#)



# For More Information

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The mission of the National Implementation Research Network (NIRN) is to contribute to the best practices and science of implementation, organization change, and system reinvention to improve outcomes across the spectrum of human services.