Implementation Science Institute

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Implementation Specialists
Building Competency and Skill

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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

<table>
<thead>
<tr>
<th>Co-Creation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ongoing Improvement</td>
</tr>
<tr>
<td>Sustaining Change</td>
</tr>
</tbody>
</table>

## Outcomes and Impact

- Implementation Science is applied, sustained, and locally owned
- Evidence is used
- Communities and people benefit
Implementation Specialist Philosophical Principles

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

- Empathy
- Curiosity
- Commitment
- Methodical
- Transdisciplinary
## Implementation Specialist Competencies

### Co-Creation
- Co-learning
- Brokering
- Address Power Differentials
- Co-Design
- Tailored Support

### Ongoing Improvement
- Assess Need & Context
- Apply and Integrate Implementation Science Approaches
- Conduct Improvement Cycles

### Sustaining Change
- Grow and Sustain Relationships
- Build Capacity
- Cultivate Leadership
- Facilitation
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

Metz & Bartley, 2015; Vargo & Lusch, 2004
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

Damschroder, et al., 2009
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

Green et al., 2016, Chambers & Glasgow, 2014
Implementation Specialist Practice Profile: Read More

Global Implementation Specialist Practice Profile
Skills and Competencies for Implementation Practitioners

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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.