

Implementation Specialist Competencies

Co-learning

Work collaboratively with systems stakeholders to learn how applied knowledge on implementation science can be effectively used in the local context.

Brokering

Enable knowledge exchange and sharing among stakeholders to increase understanding of diverse perspectives and increase the application of implementation science to improve outcomes.

Address power differentials

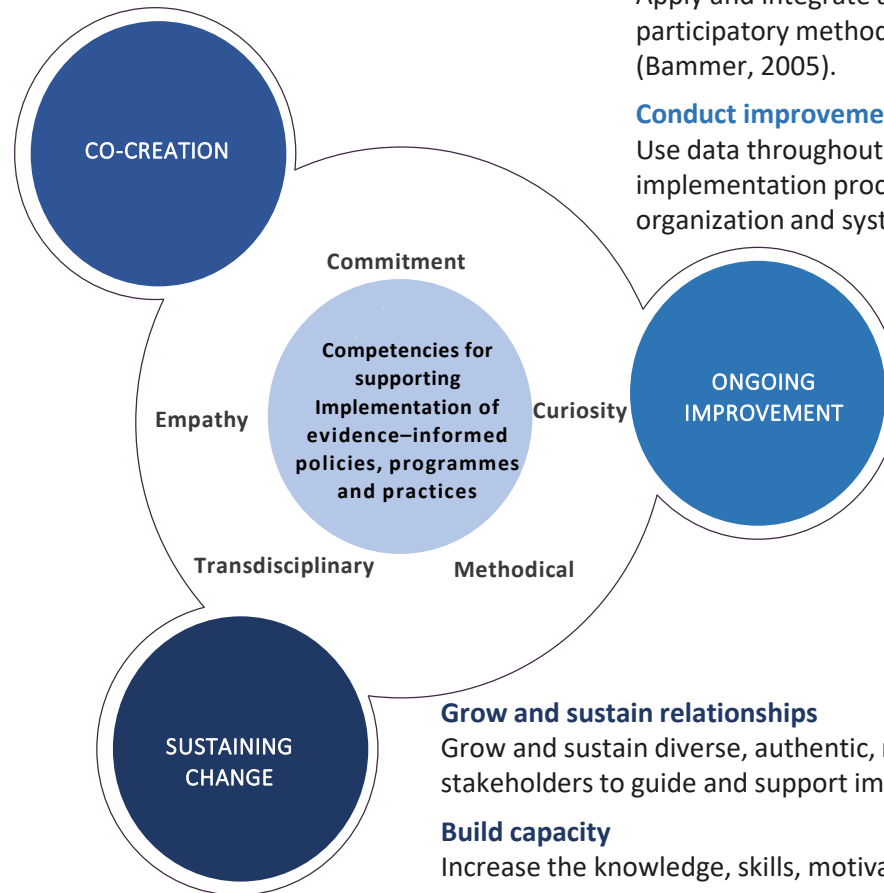
Address power imbalances between community members, stakeholders in the wider system, technical assistance providers and researchers by building trust, supporting two-way communication, cultivating opportunities for mutual consultation and identifying many accountabilities.

Co-design

Co-design tools, resources, and models through iterative processes and consensus building.

Tailored Support

Determine frequency, duration and intensity of implementation supports based on the needs, goals and context of the implementation team and systems stakeholders.



Assess need & context

Work with stakeholders to understand population and community needs and the extent to which potential interventions meet identified needs for particular target populations.

Apply & Integrate Implementation Science approaches

Apply and integrate appropriate approaches by using systems thinking, participatory methods, and knowledge management and exchange (Bammer, 2005).

Conduct improvement cycles

Use data throughout implementation to purposefully reexamine implementation processes and continuously improve practice, organization and systems changes.

Grow and sustain relationships

Grow and sustain diverse, authentic, respectful and trusting relationships with stakeholders to guide and support implementation and systems change efforts.

Build capacity

Increase the knowledge, skills, motivation, and attitudes to achieve their goals.

Cultivate leadership

Identify and strengthen leaders to be systems leaders who work across organization and system boundaries and silos.

Facilitation

Enable a process of participatory problem solving and support that occurs in a context of a recognized need for improvement and supportive interpersonal relationships.