Research Institutes
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Things can influence a single performance improvement target within a system of care.
1. Different systems at state and local level.
2. Organizational climate
3. Organizational culture
4. Organizational Structure
5. Attitudes

Preparing Organizations and Staff for Change and Implementation of Evidence Based Practices

Parent Management Training Oregon Model

Typical Change and Degrees of Implementation

Paper Implementation, 80 to 90% of people dependent innovation in business stops at paper implementation (Rogers, 2002)
Process Implementation, jib-jab, bla-bla implementation, training not related to new practice, conferences, “culture change”
Performance Implementation, functional change with good effect for staff and consumers

Adopting EBP’s is More Than Just Training Therapists-Building Capacity is Critical

Training in therapeutic intervention
Training in how to coach and supervise others
Training in how to train others
Training in how to monitor fidelity
Time, Time, Time
Change Management Strategies and a Change Management Plan is Critical

Key Change Management Strategies
- Identify a Catalyst(s) for Change to Create a Sense of Urgency
- Build a Core Leadership Team (6-8)
- Create a Vision, Broad Participatory Planning
- Secure a Commitment to Change


Change Management Strategies continued...
- Communicate the Change Plan
- Lead, Lead, Lead, Empower Others to Act on the Vision
- Develop Short Term Wins and “Celebrate”
- Create Wave of Change after Wave of Change
- Organizational Culture Change = People Change People Change Then Organizations Change


Which EBPs Could Help the Most Youths?

Many Families Can Benefit from PMT?
Core Leadership Planning Team

Broad Participatory Planning

System/Organizational Challenges are Significant

Learning Transfer for Adults is More Complicated Than we Anticipated at Numerous Levels

System/Organization Challenges to Implementation

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