

Please use the space below to share your thoughts and experiences about implementation work and the challenges that arise in achieving the goals of an initiative.

Where have you seen this come up in your work?

I am on a variety of national level workgroups/committees where all participants are essentially volunteers and in this setting we all own the work yet none of us own the work and getting traction around this shared ownership of the work is tricky. --Allison Antoine

A lot of evaluations are too focused on outcomes and not the process of implementation.

Larger partnership and coalitions tend to bring people with their own agenda or their organizational agenda and often have trouble seeing the collective vision. Its hard to keep all on the track for why we are together. David Frazer

Different disciplines think of evaluation differently- coming up with a common language for similar tools is often challenging even in the goal setting process. Kristen Malecki

Working groups in which researchers are working with community partners- the goals/objectives of the organization are really different. - Kristen

Leadership or managers often have an idea of a protocol they wish to implement, but reality often creates necessary changes. Frequently, the people executing the protocol aren't referred to for implementation/protocol improvement.

As an inexperienced leader, trying to develop new partnerships and find the balance between developing shared ownership and creation and giving people enough of a path forward that they can get on board and participate

What term could we use to describe/name what we want to do?

Foundation building?

Level setting (i've heard this one a lot recently) I also like the phases of storming, norming, etc. not the best source but here's a link:

https://en.wikipedia.org/wiki/Tuckman%27s_stages_of_group_development

I have heard the term backbone being used

Implementation Scientists or Implementation Specialists

Sometimes I think about Continuous Quality Improvement meets Process/Fidelity Evaluation meets developmental evaluation

Its also facilitation at the heart but I think the term isn't descriptive enough

Synergistic systems building

What tools and/or processes have you used to move an aim forward?

Setting expectations for respectful dialogue and information exchange early on - to ensure total group participation and to lift up all the voices. - Perhaps still part of the level setting.

Providing documentations/frameworks/tools - right away for feedback and response rather than waiting for feedback without a lot of structure.

Backwards planning from long term goals with a logic model.

Touchstones for collaboration--Allison Antoine

Phasing the work and high level benchmarks that are always brought back to the team to understand where we have been and what is next

Talk to the people involved in implementation and share that information with the Project Director early on

100-million Healthier Lives Touchstones for Collaboration

- Be present as fully as possible. Speak your truth from your heart and mind.
- Listen generously to each other's truths. Trust that we all hold a piece of the puzzle, and we need each other's pieces to understand the whole picture.
- Embrace differences and be open to learning from each other.
- When the going gets rough, suspend judgment, and get curious. Be quick to forgive and ask open questions to understand.
- Honor each other's learning and resourcefulness. Trust we will learn and contribute in our own way, that there is no need to "fix" each other.
- Make space to pause and reflect to deepen our thinking.
- Be willing to have meaningful conflict to create unprecedented goals and solutions. When needed, seek council for help with conflicts.

- Allow your ideas to be developed further by others.
- Seek common ground. When we can't fully agree, commit to a unified decision, and see what happens with a humble posture of learning. If we have made the wrong turn, we will discover it together and turn the right way together.
- Accept that we will sometimes fail, but we will learn together and move forward.
- Help each other to have the confidence to spread our wings, be creative and take on new roles.
- Balance our yearning for change with patience in the process of change and growth.
- Make the way we work together an example of what's possible.

More informally adding "ice breakers" to every meeting.

Thinking about communication strategies- to value differences in communication styles in the group.

I think repetition is very important, whether its about the rules for engagement or aims or phases of the work, always going back to check in and being repetitive.

Speaks to the importance of ongoing tracking and communication.

How could we make this a real "thing"?

What are some ways we could make this a thing at CUPH?

Definitely starting with thinking about a toolkit and extending this dialogue would be a great way to get started.

Seeing if we can get funding to develop this idea. (connecting collaboration and implementation)

UWM Lubar Center opportunity (next round in March)