

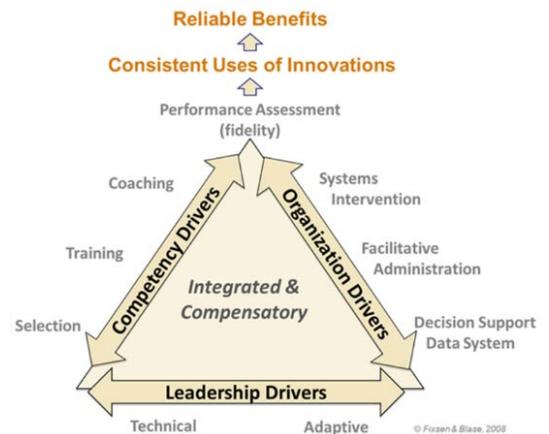
Implementation Science

Implementation Science is the study of factors that influence the full and effective use of innovations and change processes. **In short – making it happen.** The National Implementation Research Network has studied evidenced-based practices in the implementation of projects, initiatives, and change efforts. Major findings indicate that there is a right way to go about implementation and that when drivers of change are attended to and when work is done in the right sequence, there is a greater likelihood of a successful implementation.

Implementation Drivers

Implementation drivers are evidenced-based mechanisms to improve and sustain an organization's change efforts. There are three categories of Implementation Drivers:

1. **Competency Drivers** – Mechanisms to develop, improve, and sustain one's ability to implement an intervention as intended in order to produce the desired results.
2. **Organization Drivers** – Mechanisms to create and sustain a hospitable organizational and system environment for effective services.
3. **Leadership Drivers** – Focuses on providing the right leadership strategies for the types of leadership challenges in place or that arise from the change management process needed to make decisions, provide guidance, and support organizational functioning.



Implementation Stages

Implementation Stages build from the idea that change is a process, not an event. There are proven activities at each stage, and these activities increase the likelihood of moving successfully through each stage. Knowing what to expect allows us to prepare for the activities and challenges that will occur in the next stage. Stages cannot be skipped or rushed. Buy-in is more likely when we consider the stage of engagement of key individuals.

1. **Exploration Stage** assesses readiness for change and considers adopting evidence-based programs and practices, examines the fit of various programs to the needs of the target population, assesses feasibility, and looks at Training and Technical Assistance (T/TA) needs and resources.
2. **Installation Stage** assures the availability of resources necessary to initiate the project, such as staffing, space, equipment, organizational supports, and new operating policies and procedures.
3. **Initial Implementation Stage** sees the changes put into action. The organization learns new practices, learns from mistakes and continues the effort to achieve buy-in by those who will need to implement the project components. This stage is characterized by frequent problem-solving at the practice and program levels.
4. **Full Implementation** assures components are integrated into the organization and are functioning effectively to achieve desired outcomes. The staff has become skillful in their services.



Blase, K., & Fixsen, D. (2018, October 10). *Implementation Stages*. Retrieved from National Implementation Research Network: <https://nirn.fpg.unc.edu/learn-implementation/implementation-stages>

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