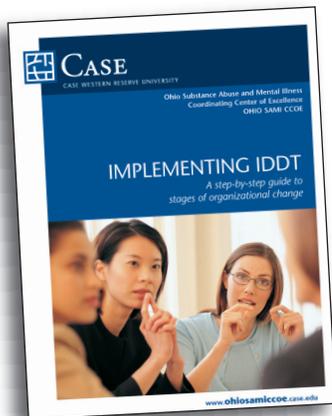


IMPLEMENTING IDDT

A step-by-step guide to stages of organizational change

STAGE	1	2	3	4	5
Stages of change	Pre-Contemplation	Contemplation	Preparation	Action	Maintenance
Stages of implementation	Unaware or uninterested	Consensus building	Motivating	Implementing	Sustaining

- | | | | | |
|---|--|---|--|---|
| <ul style="list-style-type: none"> <input type="checkbox"/> 1 ASK IMPORTANT QUESTIONS <input type="checkbox"/> 2 BEGIN THE CHANGE PROCESS | <ul style="list-style-type: none"> <input type="checkbox"/> 1 CONDUCT A NEEDS ASSESSMENT <input type="checkbox"/> 2 DEVELOP AWARENESS OF AVAILABLE OPTIONS <input type="checkbox"/> 3 IDENTIFY CURRENT PRACTICES AND RATIONALES <input type="checkbox"/> 4 EXAMINE YOUR MISSION, VALUES, GOALS, AND VISION <input type="checkbox"/> 5 CHECK IT OUT <input type="checkbox"/> 6 ENGAGE TECHNICAL ASSISTANCE <input type="checkbox"/> 7 ASSESS THE PROS AND CONS <input type="checkbox"/> 8 DEVELOP INFORMED CONSENT AND CONSENSUS <input type="checkbox"/> 9 EXPLORE CONCERNS | <ul style="list-style-type: none"> <input type="checkbox"/> 1 DEFINE YOUR RATIONALE <input type="checkbox"/> 2 IDENTIFY STAKEHOLDERS <input type="checkbox"/> 3 BUILD CONSENSUS <input type="checkbox"/> 4 FIND YOUR IDDT "CHAMPIONS" <input type="checkbox"/> 5 IDENTIFY FINANCIAL RESOURCES <input type="checkbox"/> 6 ASSEMBLE A STEERING COMMITTEE <input type="checkbox"/> 7 CONDUCT A READINESS ASSESSMENT <input type="checkbox"/> 8 DECIDE TO IMPLEMENT OR NOT <input type="checkbox"/> 9 RECRUIT A TEAM LEADER <input type="checkbox"/> 10 PLAN TO START SMALL <input type="checkbox"/> 11 ASSEMBLE THE MULTI-DISCIPLINARY SERVICE TEAM <input type="checkbox"/> 12 BEGIN AN IMPLEMENTATION PLAN | <ul style="list-style-type: none"> <input type="checkbox"/> 1 CONDUCT A BASELINE FIDELITY REVIEW <input type="checkbox"/> 2 DEVELOP A BASELINE FIDELITY ACTION PLAN <input type="checkbox"/> 3 DEVELOP STAGE-WISE INTERVENTIONS <input type="checkbox"/> 4 ACQUIRE AND INTEGRATE TRAINING <input type="checkbox"/> 5 ENGAGE IN CLINICAL CONSULTATION <input type="checkbox"/> 6 PROVIDE STAGE-WISE INTERVENTIONS <input type="checkbox"/> 7 DEVELOP AND MONITOR OUTCOMES <input type="checkbox"/> 8 CONTINUE TO EDUCATE AND TRAIN STAKEHOLDERS <input type="checkbox"/> 9 ADDRESS BARRIERS <input type="checkbox"/> 10 ADDRESS UNINTENDED CONSEQUENCES | <ul style="list-style-type: none"> <input type="checkbox"/> 1 MAINTAIN OVERSIGHT <input type="checkbox"/> 2 MONITOR FIDELITY <input type="checkbox"/> 3 MONITOR OUTCOMES <input type="checkbox"/> 4 NETWORK WITH OTHERS <input type="checkbox"/> 5 PROVIDE ONGOING TRAINING <input type="checkbox"/> 6 ENGAGE IN ONGOING CONSULTATION <input type="checkbox"/> 7 EXPAND IDDT SERVICES <input type="checkbox"/> 8 TRANSFORM THE ORGANIZATIONAL CULTURE |
|---|--|---|--|---|



Excerpted from the following:

Ric Kruszynski, MSSA, LISW, LICDC; Paul M. Kubek, MA; Patrick E. Boyle, MSSA, LISW, LICDC; Lenore A. Kola, Ph.D. (2006). *Implementing IDDT: A Step-by-Step Guide to Stages of Organizational Change*. Cleveland: Ohio SAMI CCOE, Case Western Reserve University, p34-35.

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