



Team Functions, Considerations, & Core Competencies



Executive Leadership Teams

Leadership Functions

- 1 Demonstrate ongoing **commitment to the implementation and scaling** of Triple P to achieve intended outcomes for community children and families.
- 2 Demonstrate ongoing **commitment to community and tribal partnerships** to ensure cultural values and experiences are incorporated into practice and system changes.
- 3 Create appropriate **opportunities for change** within the community prevention system.
- 4 **Nurture systems changes** once they are underway.

Considerations and Core Competencies

Usually includes agency leaders with executive authority over Triple P Leadership teams (supporting executive functions) have cross-team abilities for:

- **Adaptive leadership**
- **Innovation** and ongoing learning informed by data
- Strong **communication** of vision and mission
- **Social modeling**
- **Recognition and compassion**
- **Teaming** with those leading Triple P implementation work
- **Partnering** with system and community partners



Cross-System Teams

Design Functions

- 1 Select **Triple P interventions** to respond to **identified community needs**.
- 2 Ensure that Triple P interventions are **teachable, learnable, doable, and assessable** in practice.
- 3 Align **Triple P interventions** under a **common approach** to implementation.
- 4 Select and align **community service agencies** to attain community-wide reach.
- 5 Review and recommend solutions to **shared implementation barriers and system needs**, incorporating the perspectives of key system and community partners.
- 6 Facilitate and normalize communication about systems changes and successes **among and across all stakeholders and community members**.

Considerations and Core Competencies

Usually includes agency leaders with executive authority over Triple P Leadership teams (supporting executive functions) have cross-team abilities for:

- **What's happening** with day-to-day management of implementation across the coalition
- The community's network of **service agencies and leaders**
- The community's portfolio of **priority initiatives** and system of **Triple P programs**
- **Adaptive leadership** and problem-solving
- System **policy and practice design**
- **Communications**



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Coalition Implementation Teams

Day-to-Day Support Functions

- 1 Assess and create **ongoing “buy-in”** and **readiness** across the community.
- 2 Install, ensure aligned operation of, and sustain **implementation infrastructure** and best practices.
- 3 Develop and implement **action plans** to manage stage-based work.
- 4 Ensure the use of data, including **fidelity** and **outcome data**, across the community prevention system for continuous improvement.
- 5 **Involve key system and community partners**, including parents and families, in implementation activities and decision-making for system improvement.
- 6 Organize and direct the **day-to-day flow of information** to support implementation.
- 7 **Identify and address implementation barriers** and ensure the spread of solutions to support successful implementation.

Considerations and Core Competencies

Teams are best started by **repurposing existing teams and staff members** but can be newly formed if necessary

Core, manageable group of at least 3 members (to tolerate turnover)

- Coalition level: Around **3.0 FTE across 5** or so team members.
- Agency level: **3 or so** team members with **formally recognized time** (these individuals may wear multiple hats – leadership, implementation team, practitioner).

Context influences final form

- Coalition or agency size
- System or organizational complexity
- Availability and location of financial resources
- Political environment
- Community member involvement in implementation
- Locations of authority and decision-making within the agency

Implementation teams (supporting day-to-day functions) have cross-team competencies in:

- **Triple P**
Fluency* at coalition-level; Proficiency** at agency-level
- **Effective implementation strategies and best practices**
Fluency* at coalition-level; Proficiency** at agency-level
- Experience with **system/organizational change** (adaptive leadership, communication, problem-solving)
- **Data-driven improvement methods** (Plan-Do-Study-Act methods, continuous quality improvement methods; particularly at coalition-level)

*Fluency

Top end of competency development, with advanced knowledge and the ability to flexibly and broadly apply that knowledge across varied professional contexts. Reflects mastery and abilities to use competencies to generate insightful ideas and strategies in novel situations.

**Proficiency

Conversational end of competency development, advanced knowledge and the ability to reasonably apply that knowledge in varied professional contexts.