Building an Implementation Team

Whether at the **coalition-level** (i.e., attached to the Lead Agency) or within **local Triple P service agencies**, implementation teams are key structures for moving forward the day-to-day work of implementing or scaling Triple P.

Implementation team members ensure that key stakeholders are ready for the steps ahead, help install implementation infrastructure and best practices, and actively use data and other information for continuous improvement. Having three team members with sufficient dedicated time will put your team in the best position to support Triple P success and sustainability.

Use this form to identify members of your team and how to distribute tasks.

Remember, having three to five team members with sufficient dedicated time will put your team in the best position to support community Triple P coalition success and sustainability.

For coalition implementation teams (i.e., within the Lead Agency)

Aim for at least 3.0 FTE across 3-5 team members, including your coordinator(s).

For implementation teams within local Triple P service agency

Aiming for at least 3 team members with some formally recognized time for each team member may be important.

For other information and considerations when organizing your implementation team, please see the handout, **"Team Functions, Considerations, & Core Competencies."**

Agency Name

Executive Leadership | Who is ultimately accountable for Triple P implementation in your agency?

1

	% of Time Persons below will give to Triple P Implementation (FTE)
Who will coordinate day-to-day Triple P implementation?	
2	
3	
Who else will support Triple P implementation (not practitioners, but others in a support role)?	
4	
5	
6	
7	
8	
Total # of unique team members	
Total filled FTEs across team members	

THE IMPACT CENTER at FPG — Building Capacity for Stronger Systems and Communities

ICTP — Implementation Capacity for Triple P

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Building an Implementation Team

There are four highly recommended competencies for effective implementation teams. Not every member of your implementation team needs to have each of these competencies, but best practices suggest that all four competencies are represented across your team.

Team competencies vary depending on if it is a **coalition implementation team** or a **service agency implementation team**. Consider which team you are organizing, use the table below to add in the identified members of your implementation team from the previous page, and answer **Yes (Y)** or **No (N)** about the competencies for each member. For an additional learning opportunity related to building your implementation team complete Module 3 in our Simulation Lab ictp.fpg.unc.edu/ictp-simulation-lab

IMPLEMENTATION TEAM MEMBERS	Proficient in Triple P *Fluent[†] at coalition-level Proficient[††] at agency-level*	Proficient in effective implementation strategies and best practices overall	Confident using data to make day-to-day decisions and improvements?	Prior experience supporting organizational change for any new program or practice?
2				
3				
4				
5				
6				
7				
8				

[†]**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.

Building an Implementation Team

Great job identifying your team members and their competencies! Implementation teams are important to develop to move forward with the implementation of Triple P. Maybe you don't have the number of team members, FTEs, or competencies you need to complete your team. If so, use the next steps to address how you'll address those gaps and fill in areas or remaining need.

NEXT STEPS

What	Who	By When	Notes