Team Functions, Considerations, & Core Competencies

Active Implementation & Scaling Functions: Leadership & Management

PURPOSE

This tool describes the functions, considerations and core competencies for the executive leadership teams, cross-system teams, and coalition implementation teams.

INTENDED AUDIENCE

This tool is intended to be used with community system and service agencies implementing Triple P Services.

ADDITIONAL RESOURCE:

THE IMPLEMENTEER NEWSLETTERS:

- Executive Leadership Best Practices in Action and Why They Matter
- Building Community Coalitions
- Leadership Matters

LEARNING MODULES:

- Module 3: Building a Coalition Implementation Team
- Module 4: Managing Coalition Implementation Team Tasks and Establishing a Coalition Leadership TeamImplementationTeam

WORKSHEET:

- Readiness Matters and Leadership Handout

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

May have larger membership and include leaders from across the community coalition or system. Design teams (supporting cross-system functions) have cross-team competencies in:

- 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

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.

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