

RESEARCH BRIEF

Issue No 10.
[Aug] 2018

In this Issue

A Brief Guide to Successful Implementation

What is Implementation Science?

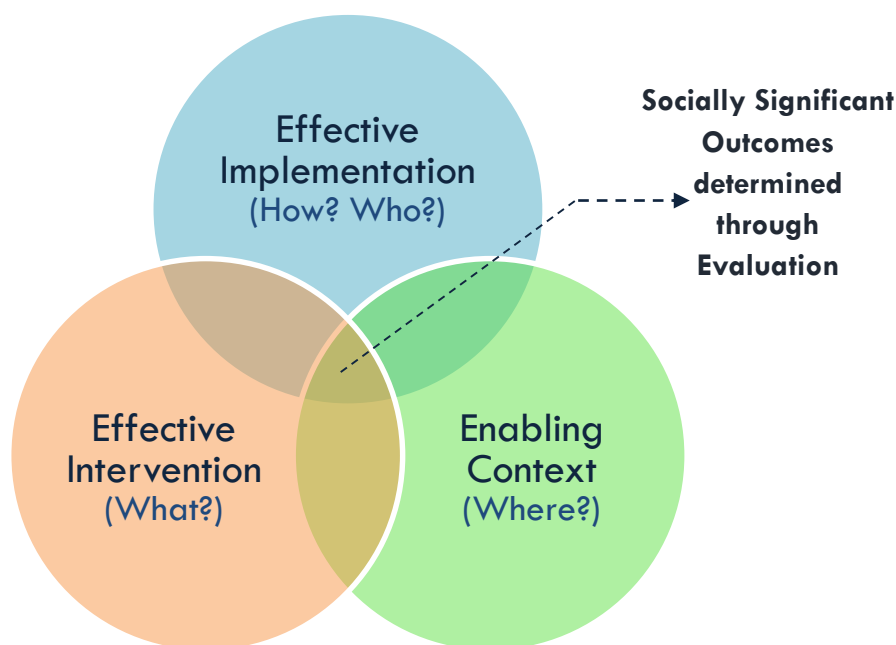


The field of Implementation Science states that identifying ‘what works’ and developing evidence-informed practices alone are not sufficient to produce desirable outcomes. Quality implementation matters and can be achieved by considering key factors such as leadership, staff buy-in and fidelity in the process.

Over the years, Singapore Prison Service (SPS) has rolled out a series of new evidence-informed initiatives. Research on Implementation Science can be tapped on to guide us in ensuring a systematic uptake of these new initiatives into our routine practices in the organization.

Components for Successful Implementation

Figure 1. Formula for Successful Use of Evidence-Informed Initiatives 1



What is Implementation Science?

Components for Successful Implementation



The Research Brief is intended to communicate research findings conducted in SPS and promote the use of research to inform policy and practice.

Brought to you by:



Read on for further elaboration! →



Effective Intervention

Steps to identify **What** type of intervention to provide:

1) Needs Analysis

- Identifies the type of behaviour that needs to be addressed (e.g. drug abuse, criminal behaviour)
- Identifies the intervention needs of target population (e.g. substance abusers, violent offenders)

2) Programme Theory

- Defines the goals of the programme
- Articulates why and how the programme approach facilitate change in behaviours



Effective Implementation

How and **Who** to implement the initiative effectively? Factors to consider:

1) Training

- A comprehensive training package is necessary to equip staff with knowledge of programme and skills to deliver the initiative.

2) Coaching

- Coaching framework to ensure that staff receive regular supervision and coaching to increase quality in their day-to-day delivery of the initiative.

3) Communication

- Effective communication between leadership and ground staff to enhance staff buy-in, ownership and problem-solving.

4) Monitoring

- Continuous quality improvement activities such as audit systems and feedback processes are required to ensure programme adherence and relevance.



Enabling Organisational Context

Where would be an ideal environment that supports the initiative? Factors to consider:

1) Organisational Fidelity

- The initiative should be aligned to organisational goals. Organisational support and culture will facilitate implementation.
- Presence of infrastructure and resources to support implementation should be adequate.

2) Leadership

- Leadership presence and support, at various levels, are important to ensure successful implementation.
- Leadership should have sufficient know-how to advise on implementation matters. Important to have leaders who are effective in influencing and supervising staff to facilitate the uptake of new intervention into routine practice.

Reference:

- 1 National Implementation Research Network. (n.d.). Implementation Defined. Retrieved from <http://nirn.fpg.unc.edu/learn-implementation/implementation-defined>