

LEADING CHANGE TOOLKIT™

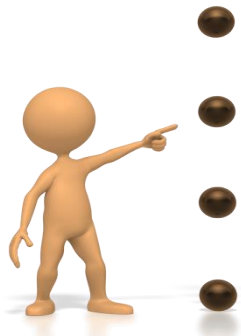
TO HELP CHANGE AGENTS AND
CHANGE TEAMS MAKE LASTING
IMPROVEMENTS IN HEALTH CARE



Creating core leadership structures:

Considerations for choosing a change team lead and co-lead

Change teams can be structured to include a team lead and a co-lead whose responsibilities include planning and leading the team through the guideline implementation journey with members of a change team. Below are considerations for selecting the change team lead and co-lead:



- They possess the knowledge, skill, judgment, commitment and motivation to support the implementation of best practice guidelines (BPG) and lead change.
- They understand and embrace implementation science within an evidence-based framework.
- They communicate effectively and have the ability to lead, engage, motivate and support teams and stakeholders.
- They have the critical thinking skills needed to link BPG implementation with existing strategic plans and quality improvement plans or QIPs.

Additional responsibilities for a change team lead and co-lead:

- Delegate and follow up on BPG activities with other change team members within the projected timelines
- Support the leadership of team meetings and BPG-related activities
- Create and sustain an evidence-based culture by:
 - integrating best practices into existing workflow, routines, and roles across the organization
 - sharing the BPG work with staff and other stakeholders (for example, education, newsletters, bulletin boards or social media)
 - empowering and developing staff to become champions in specific areas such as recruitment, capacity development and retention
 - developing a long-term sustainability plan
- Develop presentations and present to small and large groups at local/regional conferences, webinars, and key stakeholders as opportunities arise
- Continue to work on BPG implementation while overcoming competing priorities and barriers

SOURCE: A previous version of this document was developed in partnership with two RNAO Long-Term Care Best Practice Spotlight Organizations® – CAMA Woodlands and the Regional Municipality of Halton.