

Teams help us do our work. They support us across different pieces of the work. Teams have different roles, functions, and competencies that make the function. Teams vary from state to state. What do your MHI/RMOMS teams look like?

Take some time with your Team and draw what you think your teaming structure looks like. Consider all of the different activities your MHI/RMOMS initiative is implementing; consider communication structures; and even think about what might be missing from this visual.

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## State (or Executive) Leadership Teams and Functions

* Assume the major responsibility for fostering partnerships across the state with the State-level Management Team and the Implementation Team(s) to ensure the implementation, scale-up, and sustainability of the evidence-based programs/evidence-informed interventions (EBP/EII) to meet the intended outcomes.
* Uses bi-directional communication across the linked system of teams at the various stages to monitor and improve systematic capacity development efforts.
* Provide timely and overall support to the other Teams
* Provide prompt communication with the other Teams and stakeholders
* Ensure practice-policy communication cycles are producing systematic change and improved outcomes
* Recommend systematic change, as necessary
* Promote the importance of implementation capacity across the state
* Collaborate with Teams to share successes
* Collaborate with Teams to address adaptative challenges
* Ensure follow through
* Nurture systems changes once they are underway

## Core Competencies

* Adaptive leadership
* Innovation and creativity
* Ongoing and continuous quality improvement, as informed by data
* Strong communication of vision and mission
* Recognition and compassion towards the other Teams

## Document who is on your Leadership Team and how they fulfill the above functions and competencies

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## State-Level Management Teams and Functions

* Align system roles, functions, and structures with implementation supports necessary for high fidelity use of the evidence-based programs/evidence-informed interventions (EBP/EII)
* Adopt and use a formal process to review and regularly update new and existing state initiatives to ensure alignment to the vision and strategic allocation of resources
* Use or create implementation informed protocol or processes to select usable interventions
* Secure resources to support staff competency development (training, coaching, fidelity assessment)
* Visibly promote the importance of implementation capacity
* Make changes in organization roles, functions, structures to develop and maintain implementation capacity
* Ensure the use of an internal and external communication system is developed and used at all levels of the state system
* Use data to monitor progress, celebrate success, overcome barriers, and enable effectiveness to scale-up and sustain the EBP/EII
* Engage in practice-policy communication cycles to continually improve the knowledge and skills to reach the intended outcomes

## Document who is on your State-Level Management Team and how they fulfill the above functions and competencies

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## Core Competencies

Members of this team are the “Doers” of the work. They support the Leadership Team(s) and their executive functions

* Management of the day-to-day work across the systems
* Create hospitable environments for the work to take place (internally and externally)
* Ensure the implementation of the EBP/EII
* Engage the community, stakeholders, partners, etc.
* Utilize action plans to manage the stage-based work
* Adaptive leadership and problem-solving
* System policy and practice design
* Communications

## Implementation Teams

An implementation team usually consists of the 3 – 5 individuals with time allocated to engage in the implementation infrastructure development. They meet face-to-face as a team and engage in work in between meetings.

* Establish an aligned and linking teaming infrastructure that helps to integrate, sustain, and scale-up innovations with fidelity over time.
* Support and sustain the widespread use of evidence-based programs or evidence-informed interventions (EBP/EII) by leveraging the principles and practices of Implementation Science and using best-practices.
* Review and recommend solutions to shared implementation barriers and system needs, incorporating the perspectives of key system and community partners.
* Ensure the use of data, including fidelity and outcome data, across the community prevention system for continuous improvement
* Involve key stakeholders, partners, community members, etc. in key decision-making strategies and implementation activities
* Facilitate and normalize communication about systems changes and successes among and across all stakeholders and community members.

## Document who is on your Implementation Team and how they fulfill the above functions and competencies: Implementation Team Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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