

# What this story is based on

Large scale training of SST and research to understand what aided SST uptake in Victorian Community Health Services

269 community health counsellors

89 organisations

3 year project involving AOD and Gambler's Help practitioners

Nearly 400 practitioners trained in Single Session Family Consultations

250 practitioners trained in add-on modules

32 organisations



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# The results from the 3 year project

Uptake of family work increased by 40% in a 6month period and workers significantly increased their confidence in conducting family meetings.



# This is a good place to start in the literature

Rogers (1995)

Greenhalgh et al (2004)

Fixsen et al (2005)

Damschroder et al (2009)

# Speed reading Implementation

**Engagement** (Relationship)

**Ambition** (and rationale)

**Influence** (Including knowledge dissemination)

**Accomplishment** (including celebration)

**Time**



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# Engagement

Map out the values and beliefs of the participants.

And marry the practice against need, i.e. it solves a problem and/or is a response to external or internal forces.

Identify key people at every stage of the process.



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# Ambition

Tap into the Participants' Multiple Ambitions , clinical, team organisational, cross -sector ambition.

Comparison is as important as collaboration.



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# Influence

Create Groups or Communities to discuss the strategy of Implementation. Wenger 1998, Heron, 1971.

Distribute knowledge.

Recruit people at multiple levels to be project or clinical champions.

Team leaders critical.



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# Accomplishment

Invite organisations to evaluate their efforts at implementing the practice as well as providing basic outcome data.

Disseminate achievements and learning through multiple channels, i.e. within organisations and across organisations.

Celebrate achievement



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# Time

Like War and Peace prepare for a marathon.

Plan various types of engagement and intervention overtime.

Think about the developmental stage of project participants.



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# Questions for Champions

What is the problem that FIP solves in your service?

What are the service delivery values that fit with FIP in your agency?

What would be the simple principles of FIP that most people could adopt in their work?

How could you involve your colleagues and clients in trialling FIP?

How could you and/or other workers provide the clinical lead to your colleagues?

What could be the inducements for FIP in your service?



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