

Australian Implementation Conference 2014

Poster Presentation: “Organisational Influence on Practice Implementation: An Implementation Analysis Matrix”

Abstract – Prue Atkins

Over the past decade the social work profession has seen an exponential growth in new practice initiatives to address complex social problems. A number of models to support the implementation of ‘evidence based’ practice (EBP) into various health and mental health settings are also emerging. These models aim to assist organisations translate and faithfully replicate EBP into their organisational contexts and are primarily concerned with supporting practice fidelity. However, there is little known about which factors in human service organisational contexts are relevant to the successful implementation of ‘evidence informed’ (EI) social work practice, which is more typical in Australian practice settings. Further, it is not clear how these factors may operate to support or constrain the practice implementation process.

The qualitative exploratory study on which this poster presentation is based looked at the influence of the organisational context on practice implementation of an internally designed therapeutic outreach program for child protection clients. Using a 3 stage design, exploration of the phenomenon of EI practice implementation was undertaken by identifying the intent of program designers and comparing this with the experiences of frontline clinicians in order to identify commonality, contradictions and gaps.

This poster presentation focuses on the development of an analysis matrix used for Stage 1 of the study, i.e. implementation design intent. The matrix was developed by the author utilising existing research evidence about factors identified as influential in implementation processes. As a tool for deductive analysis it provided a way of organising disparate evidence emerging from: implementation science; the knowledge translation and innovation dissemination empirical literature; organisational change research; and, recently emerging research on the links between organisational capacity and client outcomes. It is hoped that with further development the matrix may have some promise as a planning tool for those designing and monitoring EI practice implementation processes in social work organisations.