

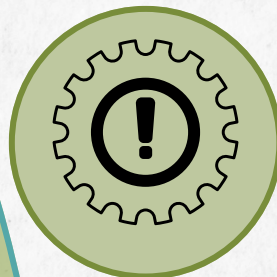
# **BUILDING A TEAM:**

## **Critical Perspectives to Engage in Your Work**



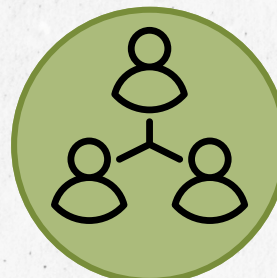
### **Leadership**

Leadership on implementation teams can come from a formal leader (e.g., a middle manager) or an informal leader (e.g., a well-respected staff member others look to for advice and mentorship).



### **Representative of Staff Most Impacted by Change**

Identify which staff at your organization will be most impacted by the change and identify representative(s) to be the "voice" of that group. Including them on the IT ensures they have an active role in decision-making, which ultimately improves buy-in. This person can be frontline staff or a supervisor/manager.



### **Cross-Department Perspectives**

In addition to a representative from the group you are asking to change, you also want someone who carries a broader view across various departments/service lines of the organization (e.g., provider network, data/IT, finance ). This person can help ensure solutions are aligned with other organizational initiatives, policies, and procedures.



### **Subject Matter Expert**

Depending on the current work of the team, an expert may be valuable to add technical knowledge/perspective. Experts may "float" on and off the IT, depending on the current priorities of the work.



### **Family, Youth, & Community Stakeholders**

The IT can meaningfully engage other stakeholders (family/youth, other support system partners) by seeking their input about how things are going and enlisting them to help co-design solutions. It is critical to make sure stakeholders feel they have an active role in decision-making – not just that they are informed of changes or asked for their input without having it incorporated into the solution.