

Implementation Barriers and Strategies for WFD-Inner Setting



When you are implementing an innovation, you'll experience both barriers (things that impede effective implementation) and facilitators (things that contribute to effective implementation) along the way. Choosing implementation strategies to respond to identified barriers is one key way to support your implementation efforts. Below are common barriers experienced by LME POCs while implementing their WFD projects and associated strategies to respond. These barriers are centered on the Inner Setting, which is the *setting* in which the innovation is implemented. There may be multiple Inner Settings and/or multiple levels within the Inner Setting, but for most WFD projects, the Inner Setting refers to the provider agency participating in the project.

Barriers	Possible Strategies			CWCN examples
Structural Characteristics (physical space, IT needs, etc.)	Assess for readiness and name barriers & facilitators	Change physical structure and equipment	Identify and prepare champions	<ul style="list-style-type: none"> Select 1-2 people in the provider agency to guide the agency's WFD progress. Discuss their role. Determine if the innovation requires certain technology (i.e. tablets) or physical space. Plan to meet need or adapt innovation.
Relational Connections	Establish or revise roles & expectations	Provide emotional or practical support regarding hopes, concerns, needs, preferences, and/or context factors		<ul style="list-style-type: none"> Hold a meeting with direct staff to introduce the WFD activity and allow questions (provide breakfast if possible) Hold conversations in supervision about their willingness to adopt the innovation
Communications	Capture and share local knowledge	Conduct local consensus discussions	Develop resource sharing agreements	<ul style="list-style-type: none"> Assist provider in creating a newsletter to share progress on selected innovation Create check in meetings or comment box to get feedback on the innovation's progress
Incentive Systems	Alter incentive/allowance structures			<ul style="list-style-type: none"> Assist provider in making celebratory bulletin board for training/coaching participants Reward children who try on new skills

Implementation Barriers and Strategies for WFD-Innovation



When you are implementing an innovation, you'll experience both barriers (things that impede effective implementation) and facilitators (things that contribute to effective implementation) along the way. Choosing implementation strategies to respond to identified barriers is one key way to support your implementation efforts. Below are common barriers experienced by LME POCs while implementing their WFD projects and associated strategies to respond. These barriers are centered on the Innovation, also known as the thing (program, policy, practice) being implemented.

Barriers	Possible Strategies			CWCN examples
Innovation Source	Obtain and use youth and family feedback	Identify and prepare champions	Conduct local consensus discussions	<ul style="list-style-type: none"> Choose programs that have had success in comparable environments
Innovation Evidence Base	Inform local opinion leaders	Conduct educational meetings	Promote Adaptability	<ul style="list-style-type: none"> After confirming the evidence base, create a brochure that highlights the major benefits and give to providers Identify aspects of the innovations that don't fit providers needs and discuss adaptations
Innovation Relative Advantage	Conduct local needs assessment	Conduct small cyclical tests of change	Increase demand	<ul style="list-style-type: none"> Find out what provider agencies need to serve the CWCN population and how the proposed innovation will be better than "business as usual"
Innovation Complexity	Assess readiness	Conduct ongoing training	Stage implementation on scale-up	<ul style="list-style-type: none"> Determine if sites are ready (willing and able) to participate in the WFD plan activities. Do attitudes reflect motivation to change? Are foundational/ prerequisite skills present?