***Tips to Promote Collaborative Implementation Teams***

* The implementation of any new treatment is as much a social process as it is a technical one. The services your agency provides are embedded in a social context that includes the direct providers, supervisors, agency leaders, agency, and community. Successful implementation of a new treatment is a function of how well the social context complements and supports the objectives of the treatment (Glisson & Schoenwald, 2005).
* Specific factors have been found to facilitate collaboration among groups and include (Drahota et al., 2014):

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| * Trust between team members | * Respect among team members |
| * Good relationship between team members | * Shared vision, goals, and/or mission |
| * Effective and/or frequent communication | * Well-structured meetings |
| * Clearly identified roles and functions of team members | * Effective conflict resolution |
| * Good quality of leadership | * Mutual benefit for all members |
| * Good selection of team members | * Positive impact on agency |

* Additionally, effective implementation teams:
  + Foster relationships with key staff at their agency to build relationships among providers, supervisors, agency leaders, clinical champions, and other important agency members.
  + Provide opportunities to receive input from various staff to promote a shared decision-making process.

Additional resources about using principles of *team science* to promote a collaborative, successful implementation team can be found at <http://www.teamscience.net/>.

Training modules and resources available include:

* Assembling a multi-disciplinary team
* Promoting team building
* Managing a team with effective communication and leadership
* Resolving potential conflict among team members