



Implementation Change Teams

What is an Implementation Change Team?

Implementation change teams are identified as a central element of organizational implementation efforts. These teams are comprised of individuals from across an organization, who meet on a regular basis for a time-limited period of time to gather information, make or recommend decisions, and carry out specific implementation strategies or tactics.

Key Functions of the Implementation Team

- Gather Information
- Generate Ideas
- Evaluate Ideas
- Make Decisions or Recommendations

Share your thoughts here

How do you envision an implementation team helping with your organization?

Facilitating the Change Team

Critical to the success of the Implementation Change Team is *facilitation*. The team facilitator's role is to provide structure, direction, and support to an organizational team to collaborate effectively in pursuit of sustainable agreements and results. Additionally, the facilitator helps the team navigate through the stages of forming, storming, norming, and adjourning/reforming.

Key Functions of the Facilitator

- Manage Meetings
- Help Teams Agree on Clear Goals, Roles, & Procedures
- Ensure that All Members Contribute
- Discourage Disruptive Behavior
- Manage Conflict
- Communicate with All Team Members
- Guide Team Decision Making

Share your thoughts here

Who could facilitate your change team? What support do they need to carry out these steps?

The Lifecycle of a Change Team

Individuals brought together as a team will experience a series of intra- and inter-personal changes as they move from individuals toward becoming a cohesive group. Applying a variety of strategies, facilitators can support the team as they progress through these stages. Inadequacies in team facilitation will lead to team dysfunction and dissolution.



Forming

- Eagerness
- Questioning
- Sticking to Safe Topics

Storming

- Confusion
- Conflict
- Competition

Norming

- Reconciliation
- Agreement & Consensus
- Clarity of Purpose, Roles, Responsibilities
- Engaging & Taking Ownership
- Cohesion and Collaboration Emerging

Performing

- Cohesion and Collaboration
- Focus and Clarity
- Goal Oriented

Adjourning/Reforming

- Goal Attainment
- Recognition of Team & Individual Efforts
- Termination/Withdrawal/Renewal



ATTC

Addiction Technology Transfer Center Network
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