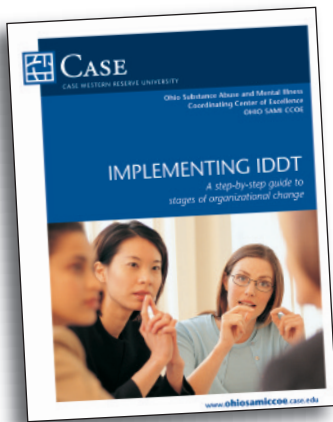


# IMPLEMENTING IDDT

*A step-by-step guide to stages of organizational change*

STAGE	1	2	3	4	5
Stages of change	Pre-Contemplation	Contemplation	Preparation	Action	Maintenance
Stages of implementation	Unaware or uninterested	Consensus building	Motivating	Implementing	Sustaining

- |   |  |   |  |   |
|---|--|---|--|---|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> 1 ASK IMPORTANT QUESTIONS</li> <li><input type="checkbox"/> 2 BEGIN THE CHANGE PROCESS</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> 1 CONDUCT A NEEDS ASSESSMENT</li> <li><input type="checkbox"/> 2 DEVELOP AWARENESS OF AVAILABLE OPTIONS</li> <li><input type="checkbox"/> 3 IDENTIFY CURRENT PRACTICES AND RATIONALES</li> <li><input type="checkbox"/> 4 EXAMINE YOUR MISSION, VALUES, GOALS, AND VISION</li> <li><input type="checkbox"/> 5 CHECK IT OUT</li> <li><input type="checkbox"/> 6 ENGAGE TECHNICAL ASSISTANCE</li> <li><input type="checkbox"/> 7 ASSESS THE PROS AND CONS</li> <li><input type="checkbox"/> 8 DEVELOP INFORMED CONSENT AND CONSENSUS</li> <li><input type="checkbox"/> 9 EXPLORE CONCERNS</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> 1 DEFINE YOUR RATIONALE</li> <li><input type="checkbox"/> 2 IDENTIFY STAKEHOLDERS</li> <li><input type="checkbox"/> 3 BUILD CONSENSUS</li> <li><input type="checkbox"/> 4 FIND YOUR IDDT "CHAMPIONS"</li> <li><input type="checkbox"/> 5 IDENTIFY FINANCIAL RESOURCES</li> <li><input type="checkbox"/> 6 ASSEMBLE A STEERING COMMITTEE</li> <li><input type="checkbox"/> 7 CONDUCT A READINESS ASSESSMENT</li> <li><input type="checkbox"/> 8 DECIDE TO IMPLEMENT OR NOT</li> <li><input type="checkbox"/> 9 RECRUIT A TEAM LEADER</li> <li><input type="checkbox"/> 10 PLAN TO START SMALL</li> <li><input type="checkbox"/> 11 ASSEMBLE THE MULTI-DISCIPLINARY SERVICE TEAM</li> <li><input type="checkbox"/> 12 BEGIN AN IMPLEMENTATION PLAN</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> 1 CONDUCT A BASELINE FIDELITY REVIEW</li> <li><input type="checkbox"/> 2 DEVELOP A BASELINE FIDELITY ACTION PLAN</li> <li><input type="checkbox"/> 3 DEVELOP STAGE-WISE INTERVENTIONS</li> <li><input type="checkbox"/> 4 ACQUIRE AND INTEGRATE TRAINING</li> <li><input type="checkbox"/> 5 ENGAGE IN CLINICAL CONSULTATION</li> <li><input type="checkbox"/> 6 PROVIDE STAGE-WISE INTERVENTIONS</li> <li><input type="checkbox"/> 7 DEVELOP AND MONITOR OUTCOMES</li> <li><input type="checkbox"/> 8 CONTINUE TO EDUCATE AND TRAIN STAKEHOLDERS</li> <li><input type="checkbox"/> 9 ADDRESS BARRIERS</li> <li><input type="checkbox"/> 10 ADDRESS UNINTENDED CONSEQUENCES</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> 1 MAINTAIN OVERSIGHT</li> <li><input type="checkbox"/> 2 MONITOR FIDELITY</li> <li><input type="checkbox"/> 3 MONITOR OUTCOMES</li> <li><input type="checkbox"/> 4 NETWORK WITH OTHERS</li> <li><input type="checkbox"/> 5 PROVIDE ONGOING TRAINING</li> <li><input type="checkbox"/> 6 ENGAGE IN ONGOING CONSULTATION</li> <li><input type="checkbox"/> 7 EXPAND IDDT SERVICES</li> <li><input type="checkbox"/> 8 TRANSFORM THE ORGANIZATIONAL CULTURE</li> </ul> |
|---|--|---|--|---|



Excerpted from the following:

Ric Kruszynski, MSSA, LISW, LICDC; Paul M. Kubek, MA; Patrick E. Boyle, MSSA, LISW, LICDC; Lenore A. Kola, Ph.D. (2006). *Implementing IDDT: A Step-by-Step Guide to Stages of Organizational Change*. Cleveland: Ohio SAMI CCOE, Case Western Reserve University, p34-35.

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