Section 4: Evidence Component
Applying the Evidence Part 2: Implementing a Practice Change

Overview
This module describes ways to implement the practice recommendation.

Objectives
- Describe the characteristics of an implementation plan
- Discuss implementation strategies
- Formulate an implementation plan

Key Points
- An Implementation plan is a set of specific implementation strategies used to adopt and integrate an evidence-based practice change into the clinical setting
- The plan (set of specific strategies) is tailored to the practice change and used to accomplish the uptake into the clinical setting
- The implementation plan may utilize a variety of implementation strategies
- Implementation strategies promote the uptake of an evidence-based change to improve practice at the point of care
- Implementation is fluid, complex, highly interactive and impacted by contextual variations
- Be flexible and ready to adjust or add implementation strategies as the project progresses
- Selecting implementation strategies can be guided by research-based evidence, but decision must be made by the team and stakeholders
- Tips for implementation
    - Use a guide for planning implementation
        - The VA EBP roadmap is recommended
    - Use multiple interacting and reinforcing implementation strategies
        - Staff based changes – i.e. cultural change, knowledge development
        - Structure, i.e. ordersets, policies, equipment, documentation
    - Have trusted change agents who provide consistent messages
    - Use simple solutions first
    - Build upon natural learning style of clinicians
    - Build upon peer influence
    - Use creative troubleshooting
    - Make it fun
    - Utilize a pilot to test the change before wide implementation

Suggested Activities
- Review EBP implementation strategies
    - Review the resources available on the ONS intranet
    - What strategies are pertinent to your project
- What other implementation guides will you use?
    - Review Quality initiative or practice improvement implementation methods
    - Discuss the utility of such methods for this portion of the EBP
- Review the EBP roadmap questions

Practice Application Exercise

1. Present a practice recommendation or have participants present their proposed practice recommendations from the previous session
2. Work in small groups (2-3) to determine what staff and structural changes need to be in place for full implementation
   a. What is the practice recommendation?
   b. Who needs to be involved in the practice change?
   c. What level of awareness and knowledge is currently present?
   d. What structural changes need to be made to support the change implementation
   e. Who can assist with the practice change
   f. Was there a similar practice change in the past?
      o What was successful
      o What barriers were identified?
   g. What barriers do you expect for this implementation?
3. Have participants complete the roadmap question
4. Have participants present their implementation plan to the group.
5. Facilitate group discussion for each question – feedback may include suggestions on how to:
   a. Refine or focus the implementation plan
   b. Factors to consider that might be missing
   c. Feasibility of implementation plan
6. Revise practice problem based on the feedback.
7. Plan to meet with stakeholders about the implementation plan

Personal Commitment to EBP Exercise

- Ask the participants to share some of the important take-home points that they have learned in this lesson.
- How will you use what you learned today in your practice?

Resources
- EBP Project Worksheet Roadmap

Suggested Time 90 minutes

References:

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