|  |  |
| --- | --- |
| Engagement Tool: Implementation Drivers  Champion Identification & Reflection | **Text  Description automatically generated** |
|  | |
| Champion Definition: A “champion” as an implementation-related role occupied by people who (1) are internal to an organization; (2) generally have an intrinsic interest and commitment to implementing a change; (3) work diligently and relentlessly to drive implementation forward, even if those efforts receive no formal recognition or compensation; (4) are enthusiastic, dynamic, energetic, personable, and persistent; and (5) have the strength of conviction.” (Miech, 2018) | |

**Step 1: Based on this definition, list individuals who you believe meet the definition of a champion for the practice or program being implemented:**

Name 1: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name 2: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name 3: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name 4: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 2: Conduct an Activities Analysis for each of the identified potential champions using the matrix on page 2.**

**Step 3: Select the champion(s)**

* Review the number of “✔” for each champion listed.
* Narrow down or complete your list of champions.
* Once the list of champions is completed, review areas of potential growth for each champion. What attribute(s) does each champion need to grow in?

**Step 4: Complete the Champion Reflection Guide on page 3.**

* Reflect on what the champion needs to start doing, stop doing, do more, do less and continue doing.
* Reflect on what you, as the State Transformation Specialist or Implementation Specialist needs to start doing, stop doing, do more, do less, and continue doing.
* Follow-up with the champion to come to consensus about next steps.

**Step 2: Activities Analysis Matrix**

**Directions:** Insert an “X” or “✔” in the box to indicate that the activity was observed. After rating, count all check marks for each champion.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Activity *(Attribute)*** | **Name** | **Name** | **Name** | **Name** |
|  |  |  |  |  |
| Does the champion advocate for the practice/ program? *(Influence)* |  |  |  |  |
| Does the champion have existing positive relationships with stakeholders? *(Influence)* |  |  |  |  |
| Can the champion build relationships with stakeholders? *(Participative Leadership)* |  |  |  |  |
| Is the champion identified as being involved with the practice or program? *(Ownership)* |  |  |  |  |
| Does the champion engage in planning activities around implementation? *(Physical Presence)* |  |  |  |  |
| Does the champion model and participate in the reflection? (Physical Presence) |  |  |  |  |
| Can the champion use data to troubleshoot problems? *(Persistence)* |  |  |  |  |
| Does the champion motivate the staff involved with the practice/program? *(Persuasive/Positivity)* |  |  |  |  |
| Can the champion persuade staff on the merits of the new practice/program? *(Persuasive/Positivity)* |  |  |  |  |
| Does the champion keep the team positive about change efforts? *(Persuasive/Positivity*) |  |  |  |  |
| **Total** “✔” |  |  |  |  |

**Step 4: Champion Reflection Guide**

**Reflection:** What does the identified champion need to do to be effective in their role?

|  |  |
| --- | --- |
| Start Doing (Activities) | Stop Doing (Activities) |
|  |  |
| Do More (Attribute) | Do Less (Attribute) |
|  |  |
| Continue Doing | |
|  | |

**Additional Notes:**

**Reflection:**  What do I need to do to cultivate/engage the identified champions?

|  |  |
| --- | --- |
| Start Doing | Stop Doing |
|  |  |
| Do More | Do Less |
|  |  |
| Continue Doing | |
|  | |

**Additional Notes:**