Perinatal Periods of Risk

Is Your Community Readiness for PPOR? I

a CityMatCH How-to-do Workshop
PPOR Conceptual Framework
Improving Maternal & Infant Health
Big Picture \( \rightarrow \) Planning Cycle

- Community readiness and investment
- Stakeholders
- Vision
- Planning process
- Resources available or planned
- Timeframe
- Accountability
PPOR Readiness Check List

- Effective Community Leadership and Partnerships
- Direct Access to the “Right” Data of Sufficient Quality
- Sufficient Staff and Resources to Do Both Analytic Phases
- Sufficient Staff and Resources to Do the Work over the Long Term
- Sufficient Community Commitment for Sustainable Change
Initial “Community” Elements

Is Your Team Ready?

- Leadership
- Partnership
- Commitment
- Change
PPOR Community Challenges

- Explaining value to stakeholders
- Competing priorities
- Overcoming community inertia: ‘already know this’
- Mistrust of (quantitative) data
- Seeing PPOR as more than ‘research’
- Securing resources for unmet needs, interventions identified through PPOR

Source: November 2000 Pre-Assessment
Concepts in *Readiness*

- Leadership
- Partnership
- Commitment
- Change
The Reality of *Change*

- Change is a process of **transition**, not an event.
- Transition has a predictable sequence in people and organizations.

Source: C Aschenbrener, AAMC, July 2000
Three Orders of Change: a predictable sequence

1st Order—Establishing Organizational Values, Setting the Frame

2nd Order—Modifying Individual Values and Behaviors

3rd Order—Achieving Organizational Transformation, True Paradigm Shift

Source: Darryl Conner, Managing at the Speed of Change
Roles in Change:

- **Sponsor** – sanctions, supports, and/or legitimizes change
- **Agent** – responsible for making the change happen
- **Target** – people who must change
- **Advocate** – wants to achieve change but lacks power to sanction it

Source: Darryl Conner, *Managing at the Speed of Change*
Assessing Readiness for Change

- Is there demand for change: external conditions demand an immediate response?
- Is the organization or community in crisis?
- What is the current change load? Will another change overload people?
- Are leaders personally engaged in the change process? Are they prepared for the consequences?

From: C Aschenbrener, AAMC, July 2000
Assessing Readiness for Change

- Are the key players - sponsors, agents, targets and advocates - prepared for their roles?
- Is the case for change compelling?
- How will changes mesh with current culture and values?
- Are there sufficient resources and adequate systems to sustain change?
- What are the opportunity costs?

From: C Aschenbrener, AAMC, July 2000
Community Readiness: From Concepts to Tools

- Leadership
- Partnership
- Commitment
- Change

RAISING THE ROOF FOR PPOR: What Shape Is Your Tent?
Community Readiness: From *Concepts* to *Tools*

RAISING THE ROOF FOR PPOR: What Shape Is Your Tent?

- Tool for engaging partners
- Tool for reaching consensus
- Tool for identifying joint assets
- Tool for revealing critical gaps
- Tool for developing strategy
PPOR Community Readiness
“5 Tent Poles”

1. **Reasoning:** partners can communicate clear, compelling case for PPOR based on its value-add

- Results
- Roles
- Risks/Rewards
- Resources
PPOR Community Readiness
“5 Tent Poles”

1. **Reasoning**: partners can communicate a clear, compelling case for PPOR based on its value-add

2. **Results**: partners can articulate what measurable results are expected from doing PPOR, and by when
   - Roles
   - Risks/Rewards
   - Resources
PPOR Community Readiness
“5 Tent Poles”

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2. **Results:** partners can articulate what measurable results are expected from doing PPOR, and by when

3. **Roles:** partners are willing and able to champion PPOR over time in their various roles

- Risks/Rewards
- Resources
PPOR Community Readiness
“5 Tent Poles”

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2. **Results:** partners can articulate what measurable results are expected from doing PPOR, and by when

3. **Roles:** partners are willing and able to champion PPOR over time in their various roles

4. **Risks/Rewards:** sufficient strategic balance exists between benefits and consequences for essential stakeholders to support PPOR implementation

**Resources**
PPOR Community Readiness

“5 Tent Poles”

1. **Reasoning**: partners can communicate clear, compelling case for PPOR based on its value-add

2. **Results**: partners can articulate what measurable results are expected from doing PPOR, and by when

3. **Roles**: partners are willing and able to champion PPOR over time in their various roles in community

4. **Risks/Rewards**: sufficient strategic balance exists between benefits and consequences for essential stakeholders to support PPOR implementation

5. **Resources**: sufficient systems and resources to support full implementation
RAISING THE ROOF FOR PPOR: What Shape Is Your Tent?

- Review the 5 essential elements questions
- Assess the current status of each
- Reach consensus on a “score” for each readiness element
- Plot each score on the “tent” by marking the number on each corresponding axis.
- Connect the 5 points between the axes to form the roof, then shade the tent.
- Identify the tent pattern most like yours: what does this mean for PPOR readiness?
RAISING THE ROOF FOR PPOR: What Shape Is Your Tent?
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With the 5 “R”s aligned, room for many and room to grow.
RAISING THE ROOF FOR PPIOR: What Shape Is Your Tent?

Sunrise, Sunset
Smaller scale effort... with smaller scale results?
RAISING THE ROOF FOR PPOR:

What Shape Is Your Tent?

Many willing champions, but inadequate resources and uncertain results.
RAISING THE ROOF FOR PPOR: What Shape Is Your Tent?

Great plan and resources but no one to do the work
RAISING THE ROOF FOR PPOR: 
What Shape Is Your Tent?

Great ideas, but unclear results won’t go far
Great concepts and clear vision, but inadequate resources to get results
Phoenix

June Forum

Molehills

December Forum
Jacksonville

Raising the roof for PPOR

December Forum
## Community Readiness: Elements vs. Skills

| ✓ Leadership  | ➢ Communicate Approach, Results |
| ✓ Partnership | ➢ Prioritize Actions            |
| ✓ Commitment  | ➢ Engage Over Time              |
| ✓ Change      | ➢ Mobilize for Action           |
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