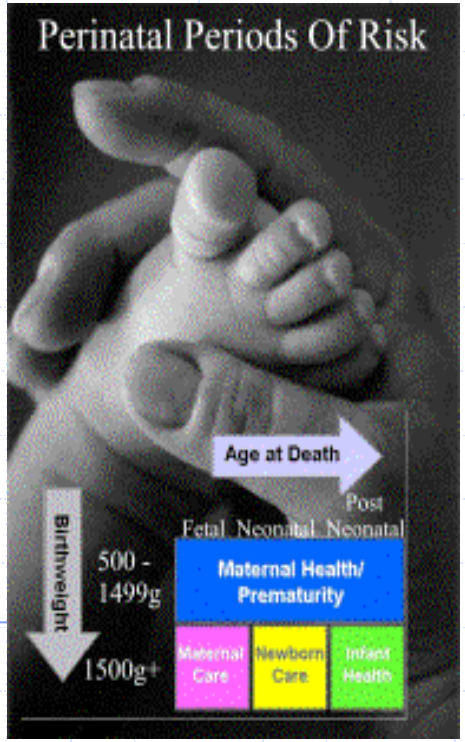
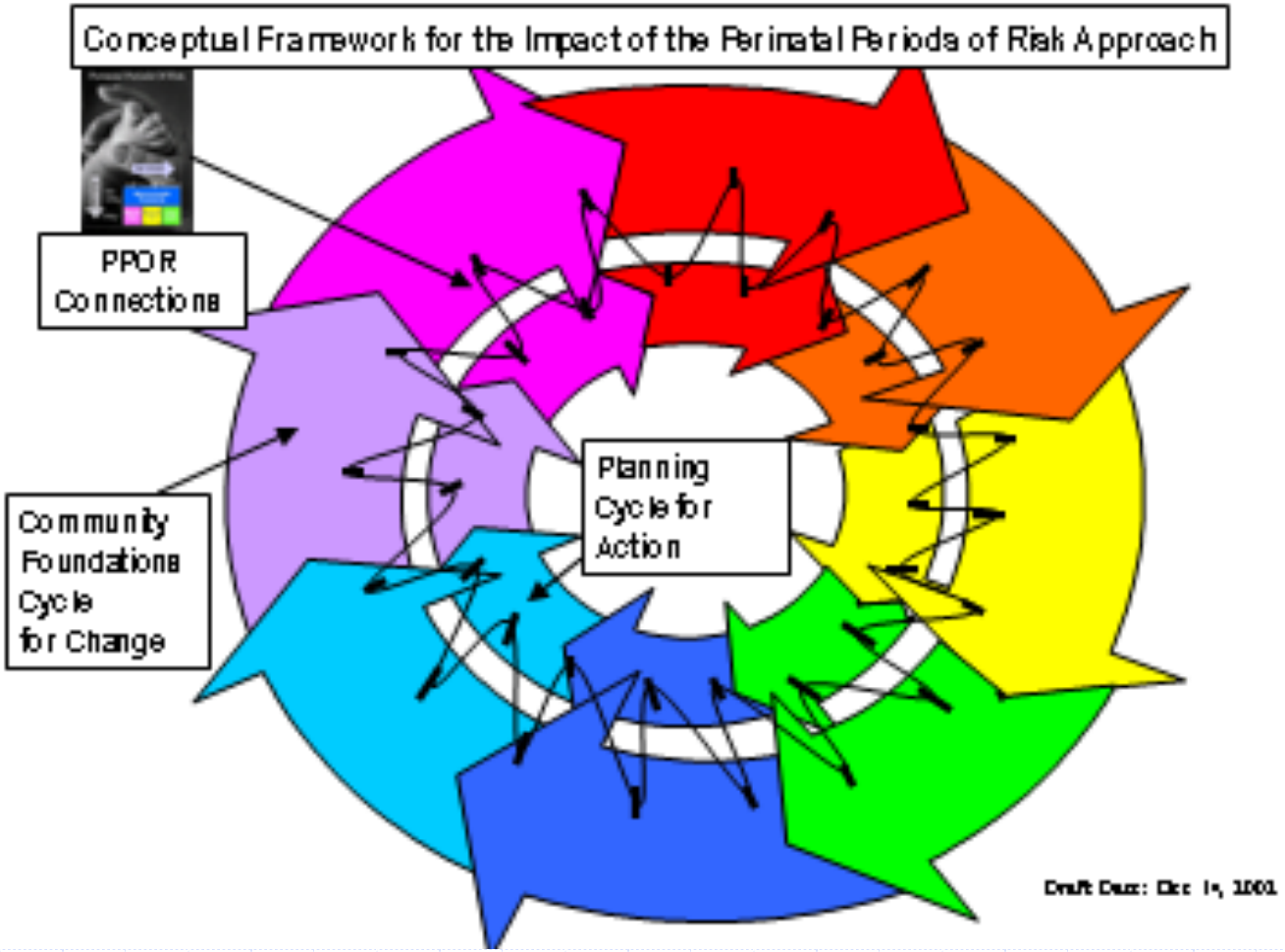
Perinatal Periods of Risk

Is Your Community Readiness for PPOR? I

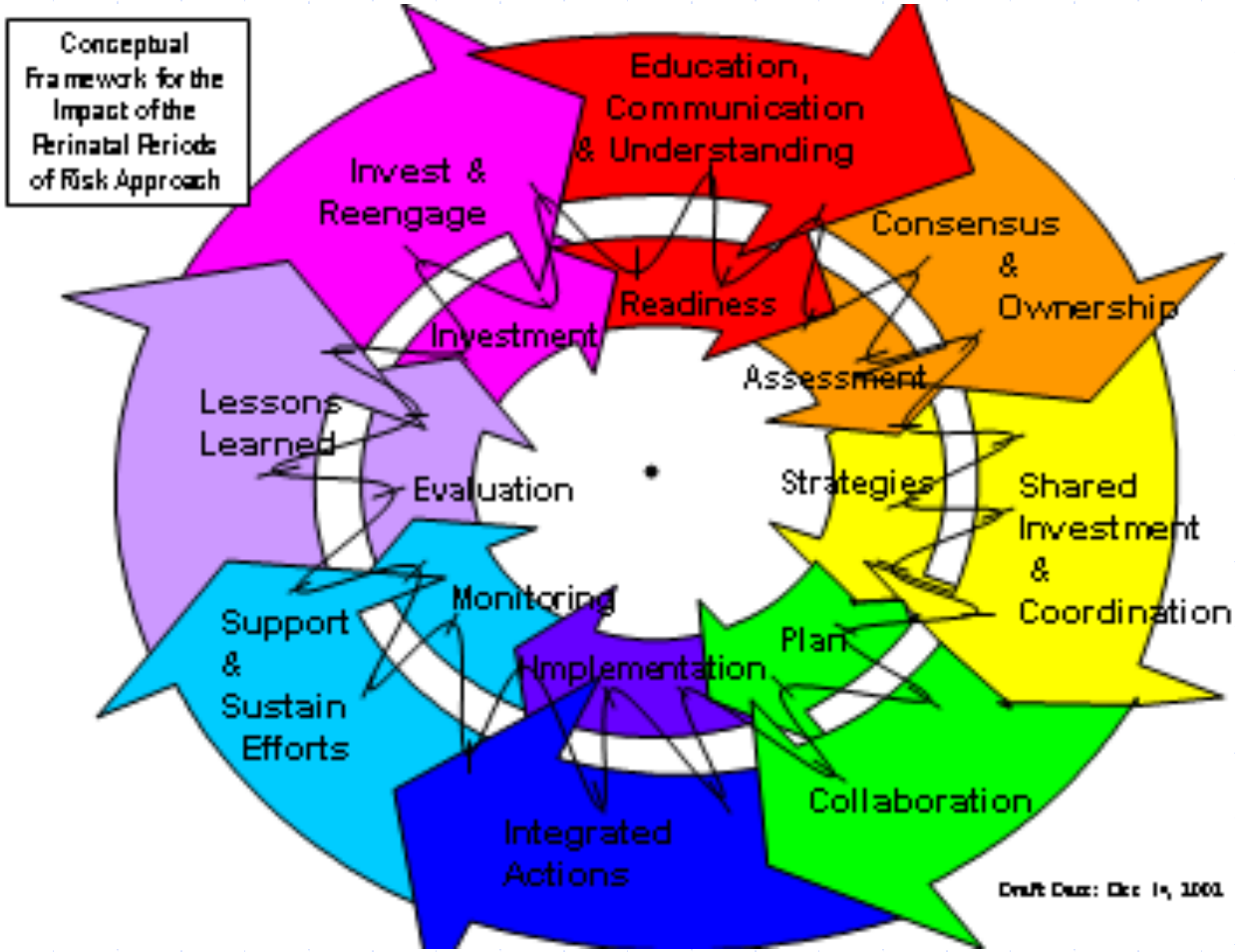
a City**Mat**C**H** How-to-do Workshop



PPOR Conceptual Framework



Improving Maternal & Infant Health



Big Picture → *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

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"

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PPOR Community Readiness "5 Tent Poles"

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- Risks/Rewards
- Resources

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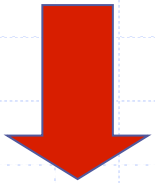
4. Risks/Rewards: sufficient strategic balance exists between benefits and consequences for essential stakeholders to support PPOR implementation

- 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 axises 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:
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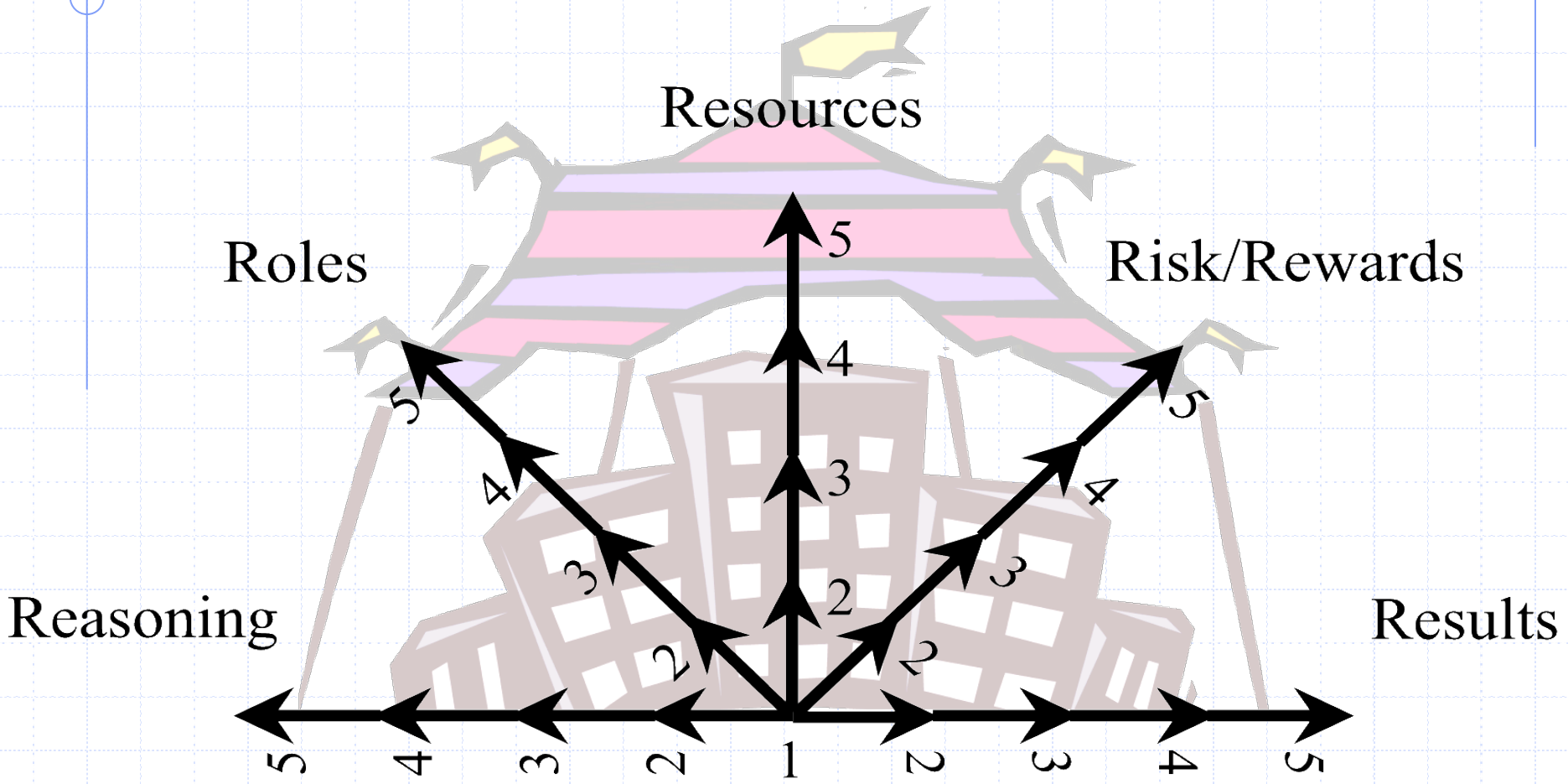

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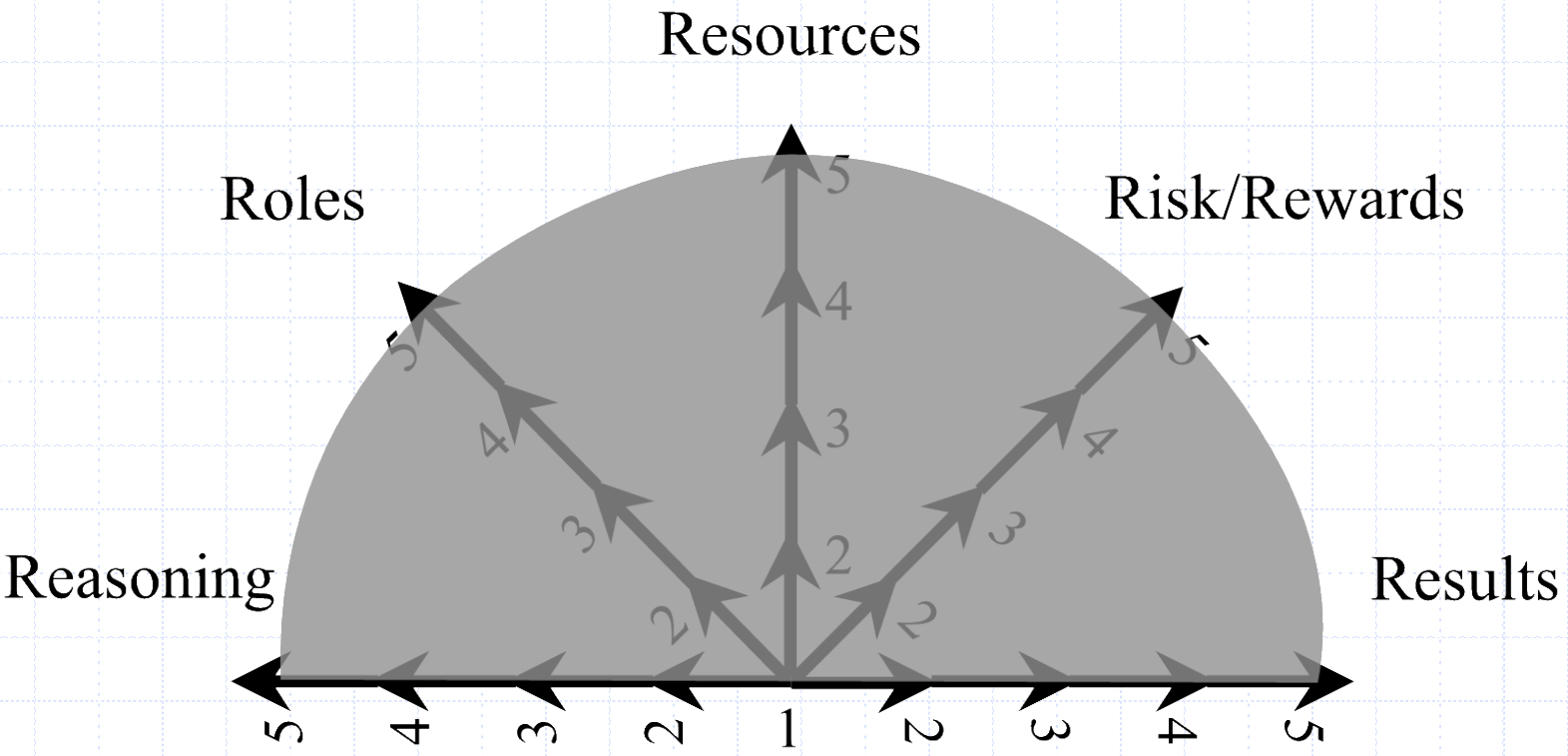

Palladian Power

With the 5 "R"s aligned,
room for many and room to grow

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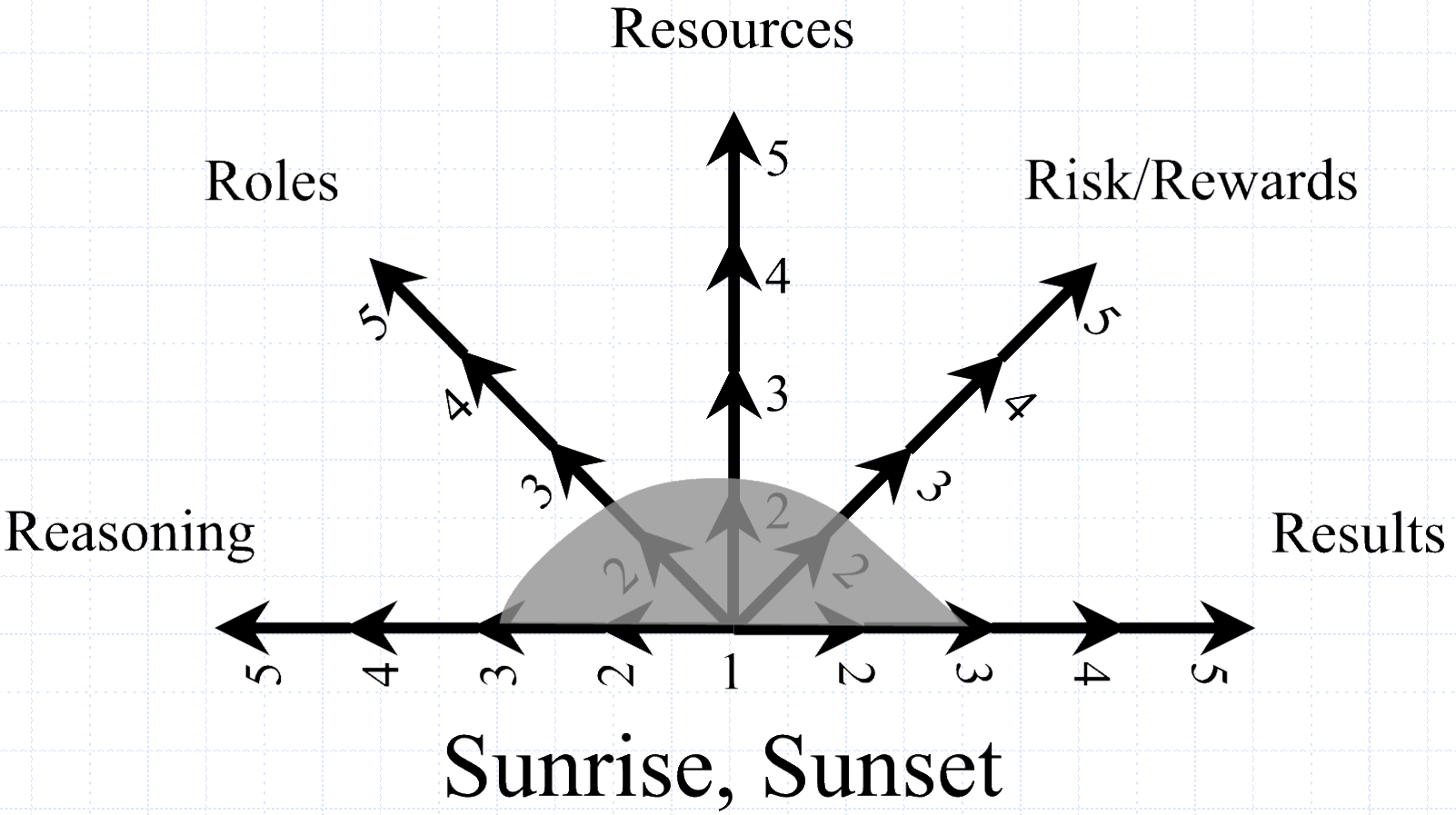

Smaller scale effort. . .
with smaller scale results?

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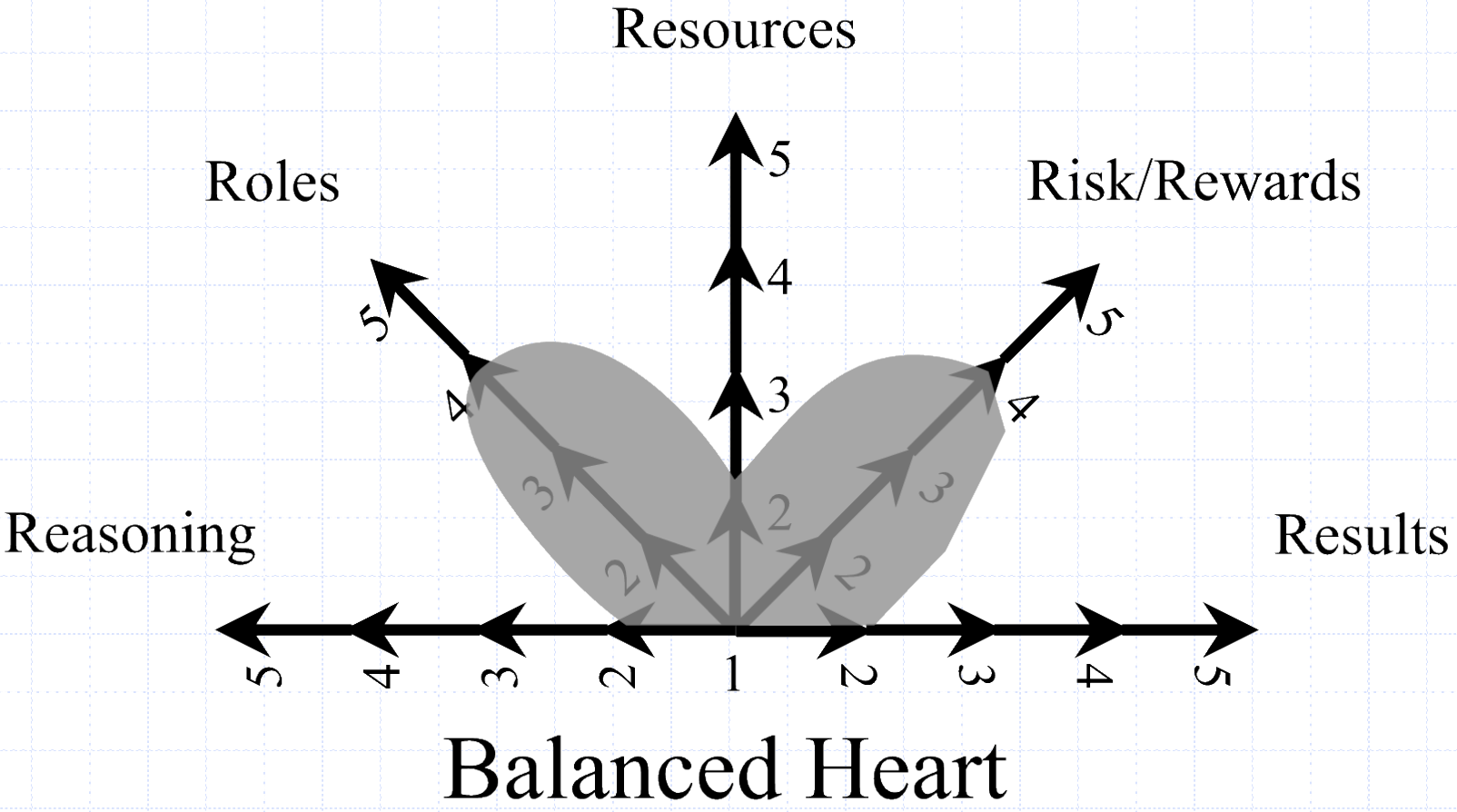

Balanced Heart

Many willing champions, but inadequate resources and uncertain results

RAISING THE ROOF FOR PPOR:
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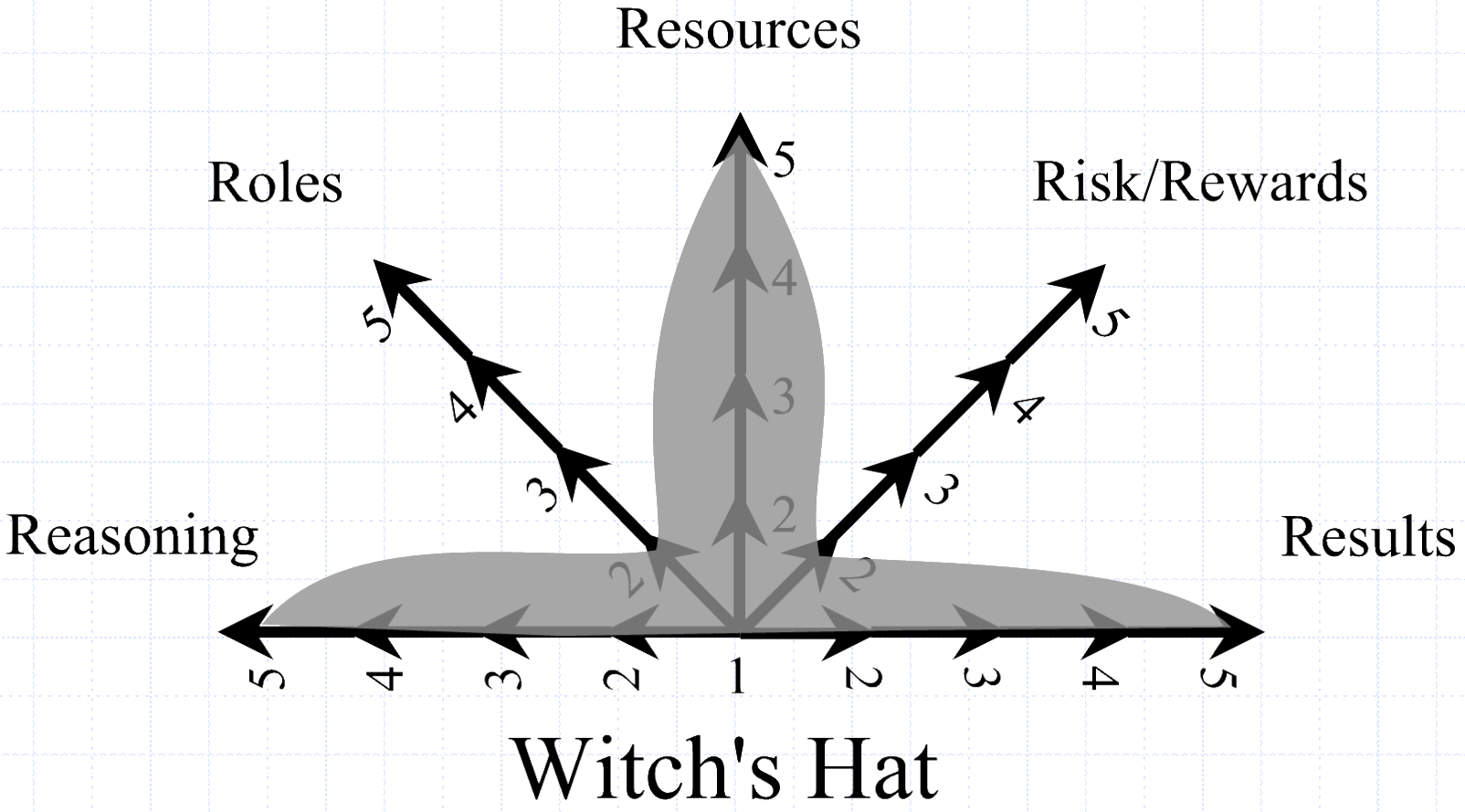

Witch's Hat

Great plan and resources but no one to do the work

RAISING THE ROOF FOR PPOR:
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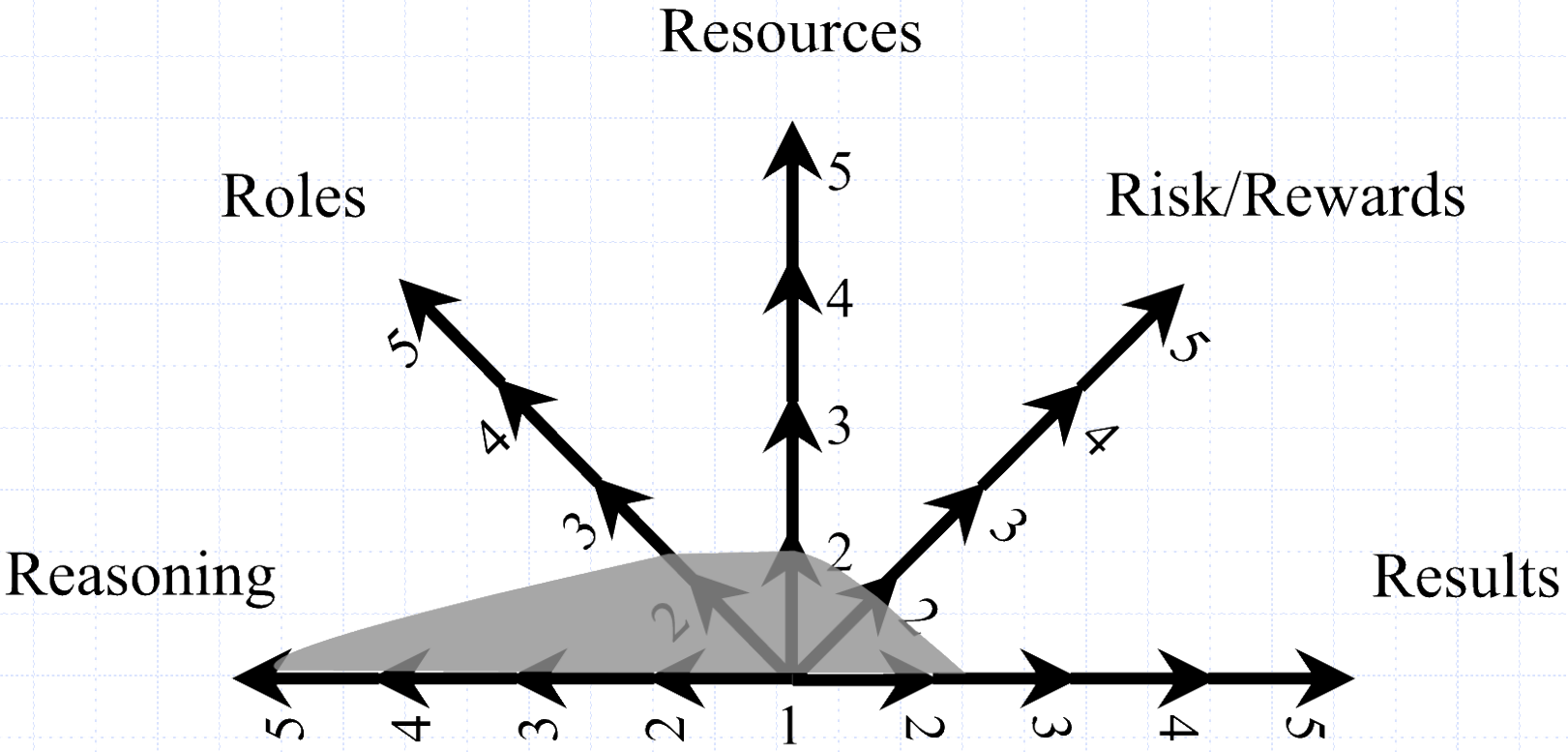

Bubble, Left

Great ideas, but unclear results won't go far

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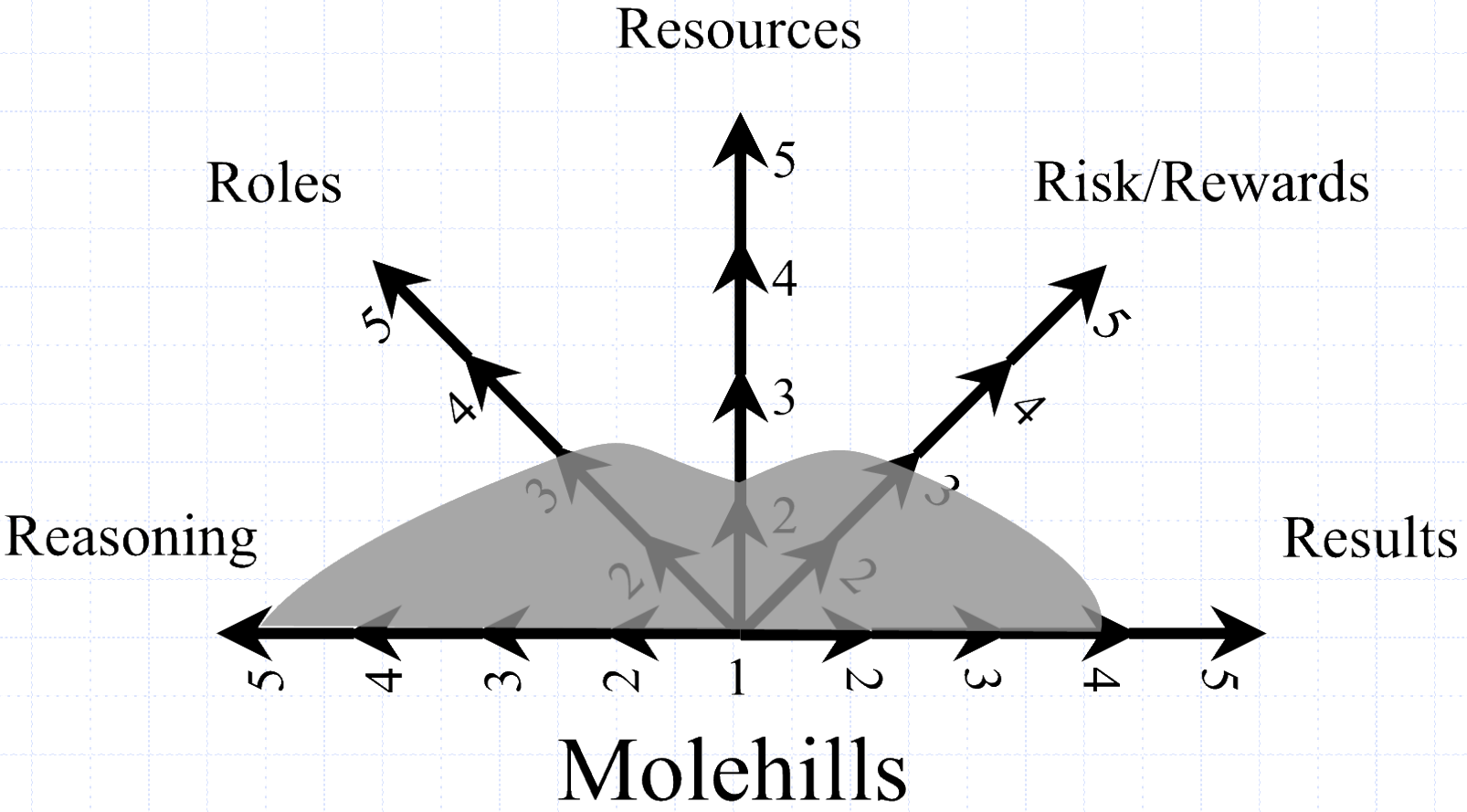
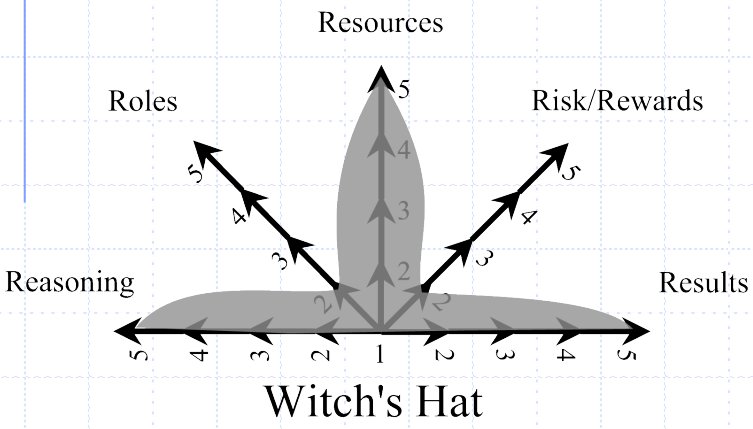


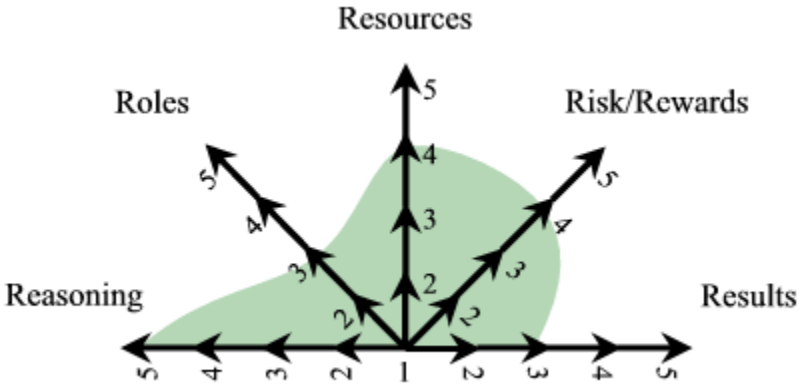
Great concepts and clear vision, but inadequate resources to get results

Philadelphia



Witch's Hat

June Forum



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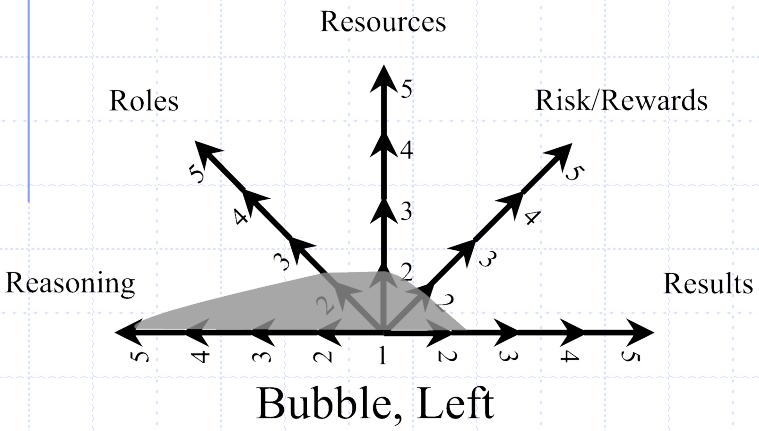
December Forum

Phoenix



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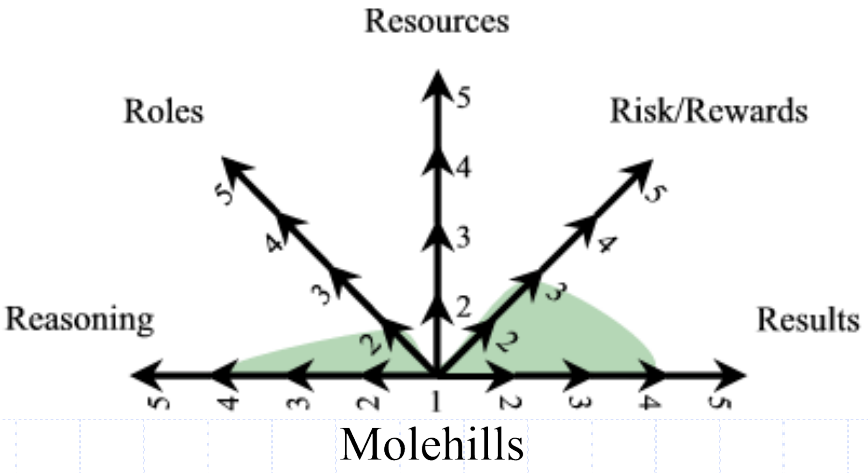
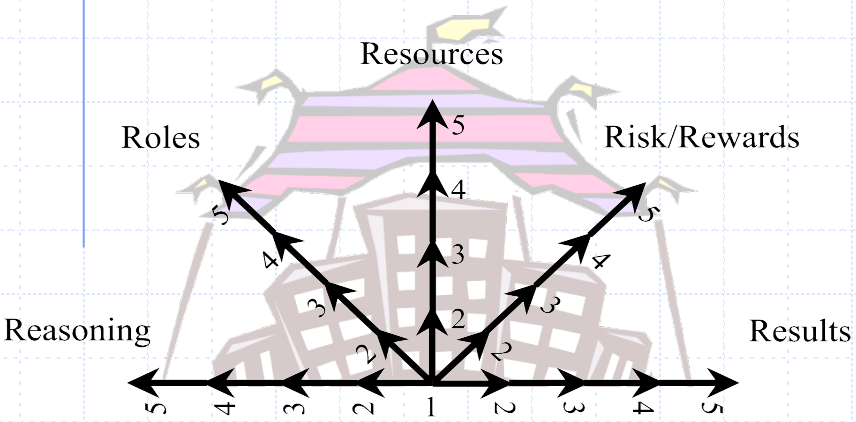


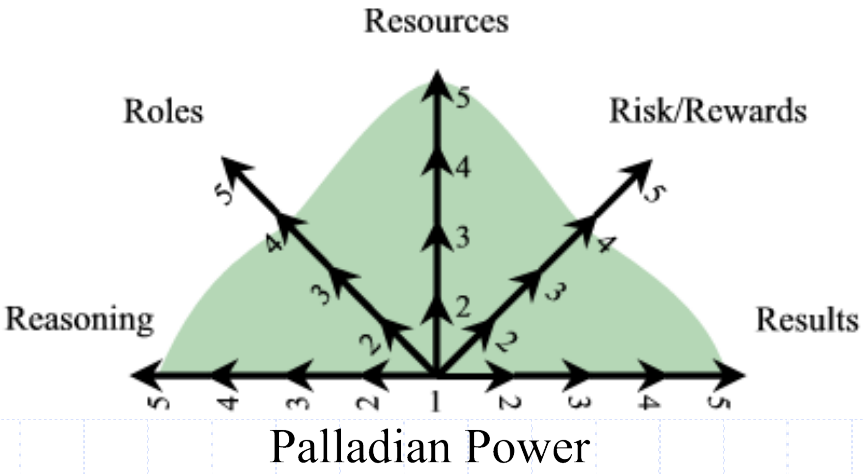
Molehills

December Forum

Jacksonville



Raising the roof for PPOR



December Forum

Community Readiness: Elements vs. Skills

- ✓ Leadership
- ✓ Partnership
- ✓ Commitment
- ✓ Change

- ➢ Communicate Approach, Results
- ➢ Prioritize Actions
- ➢ Engage Over Time
- ➢ Mobilize for Action

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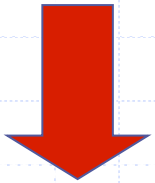
What Shape Is Your Tent?



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