

# Cultivating partnerships to advance your implementation projects

Dr. Julia E. Moore

February 22, 2024

Center on  
**KNOWLEDGE TRANSLATION FOR  
DISABILITY & REHABILITATION RESEARCH**

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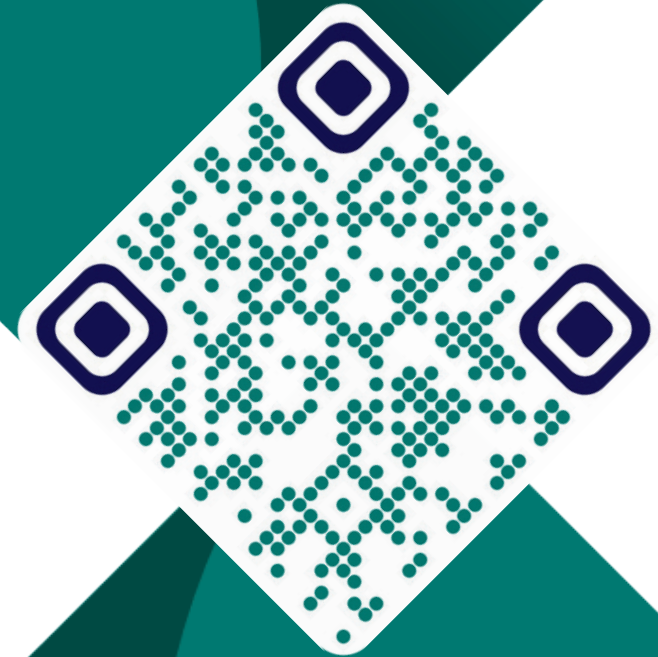


# Cultivating partnerships to advance your implementation projects

Center on Knowledge Translation for Disability and Rehabilitation Research

Dr. Julia E. Moore

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**Implementation  
science**



**Implementation  
practice**



ABOUT US & SERVICES

# The Center for Implementation

We are a social enterprise that trains, supports, and empowers professionals in using evidence-informed approaches to maximize the impact.

Our vision is to see millions of change makers worldwide actively applying best practices in implementation science to their initiatives.



## Implementation support

Expert support and tailored guidance



## Partnerships

On large-scale initiatives



## Workshops

In person and/or virtual



## WHO WE ARE

# Dr. Julia E. Moore

*Executive Director*

Dr. Moore has a PhD in human development from Penn State, where she was trained as an implementation scientist, researching the best ways to implement evidence-based programs. She has worked on more than 100 implementation projects and is known internationally for her ability to communicate complex concepts in clear and practical ways.

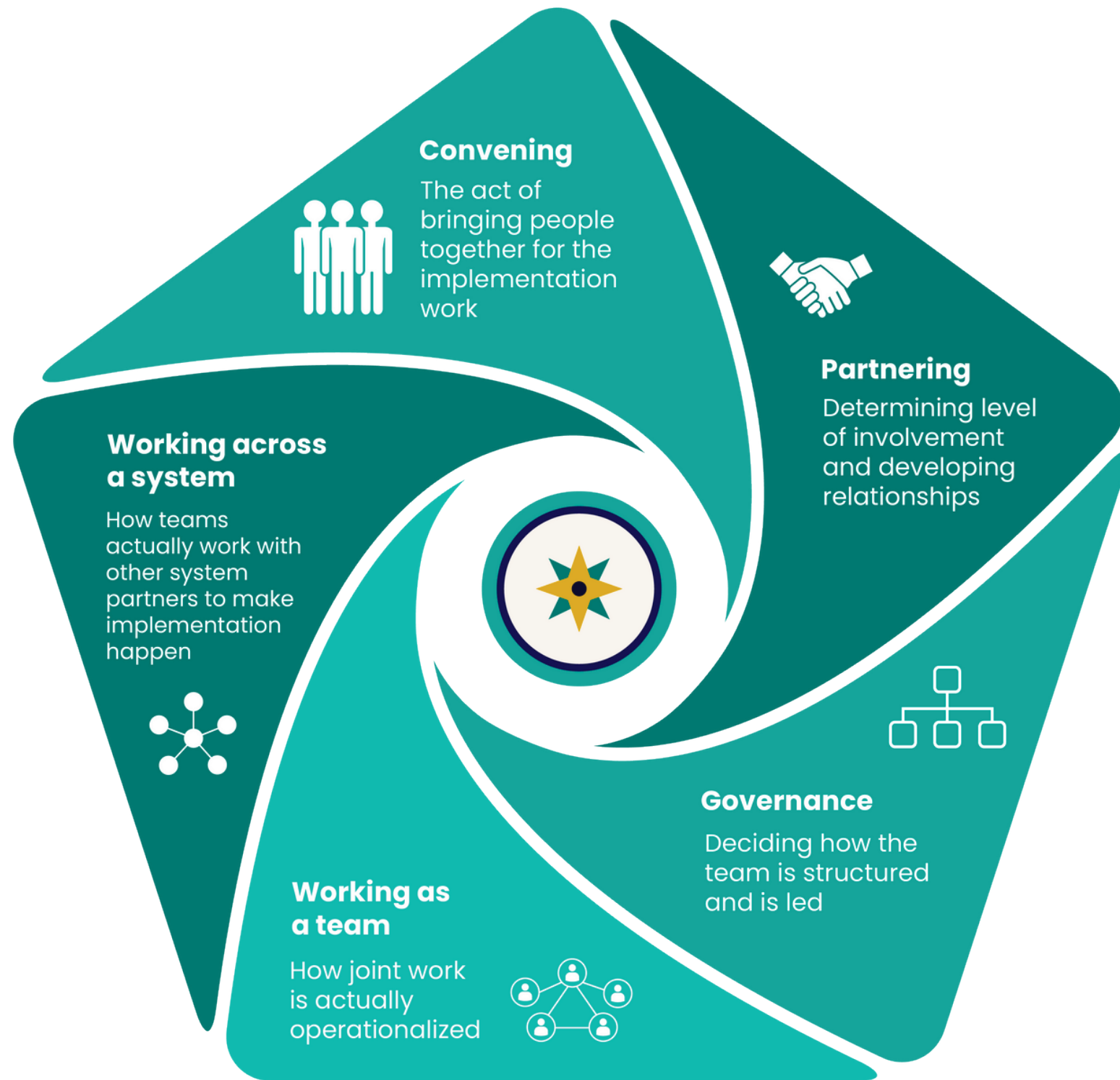


**Relationships as a core  
component of change**





## PART 1: RELATIONSHIPS AS A CORE COMPONENT OF CHANGE



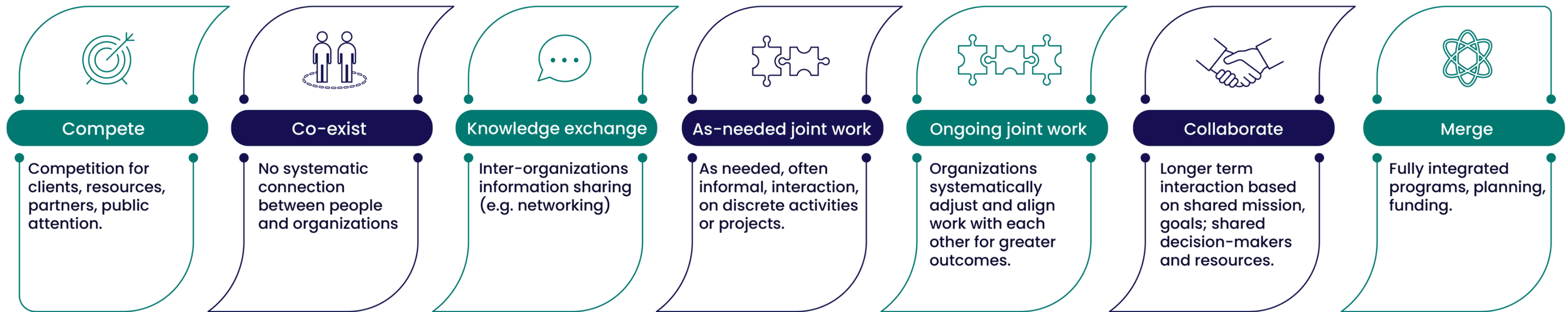
# HOW to bring people together

Figure developed by The Center for Implementation.





# Spectrum of collaboration



The Tamarack Institute. (June, 2017). *The collaboration spectrum - tool* [Illustration]. The Tamarack Institute. <https://www.tamarackcommunity.ca/library/collaboration-spectrum-tool>



Figure adapted by The Center for Implementation

**The science of  
building trust**



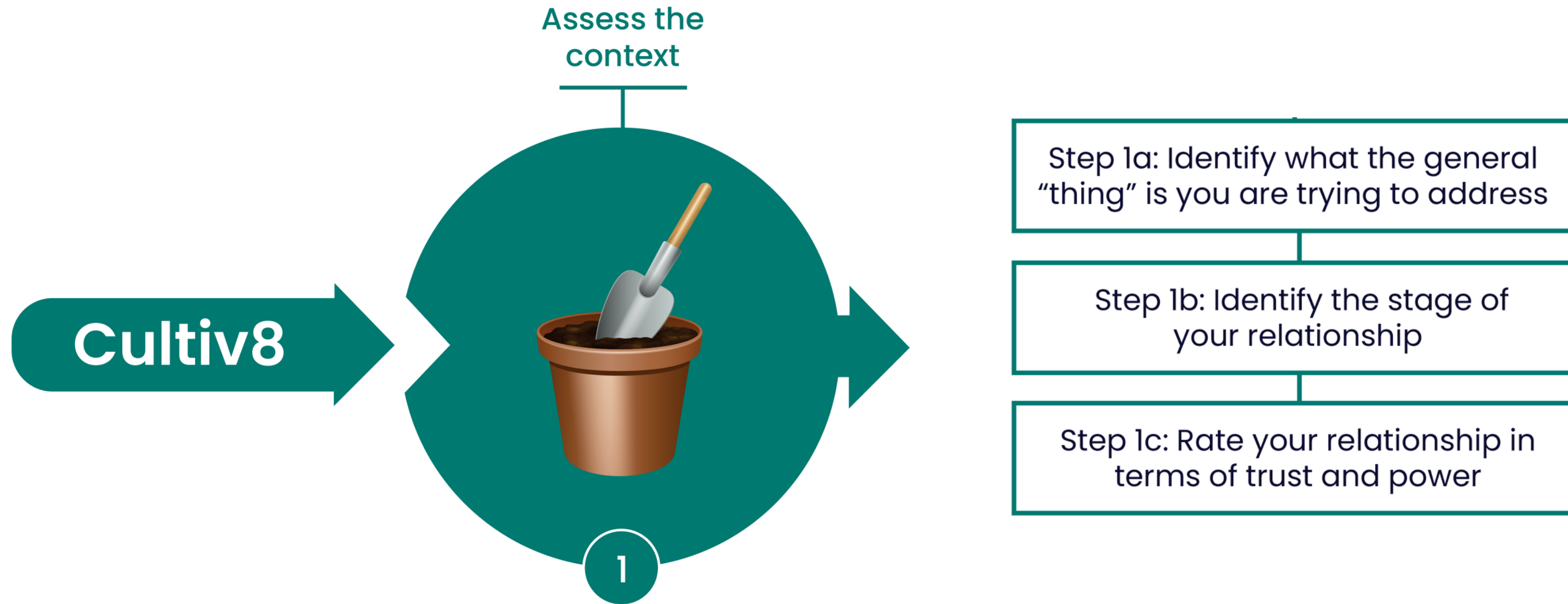


## PART 2: THE SCIENCE OF BUILDING TRUST





## PART 2: THE SCIENCE OF BUILDING TRUST





## PART 2: THE SCIENCE OF BUILDING TRUST



Step 2a: Identify what is impacting trust

Step 2b: Identify what contributes to power

Step 2c: Reflect on your analysis of trust and power

Step 2d: Reflect on the goal(s) of your actions



## Types of trust



**Strategic**



**Among  
organizations/  
groups**



**Personal**

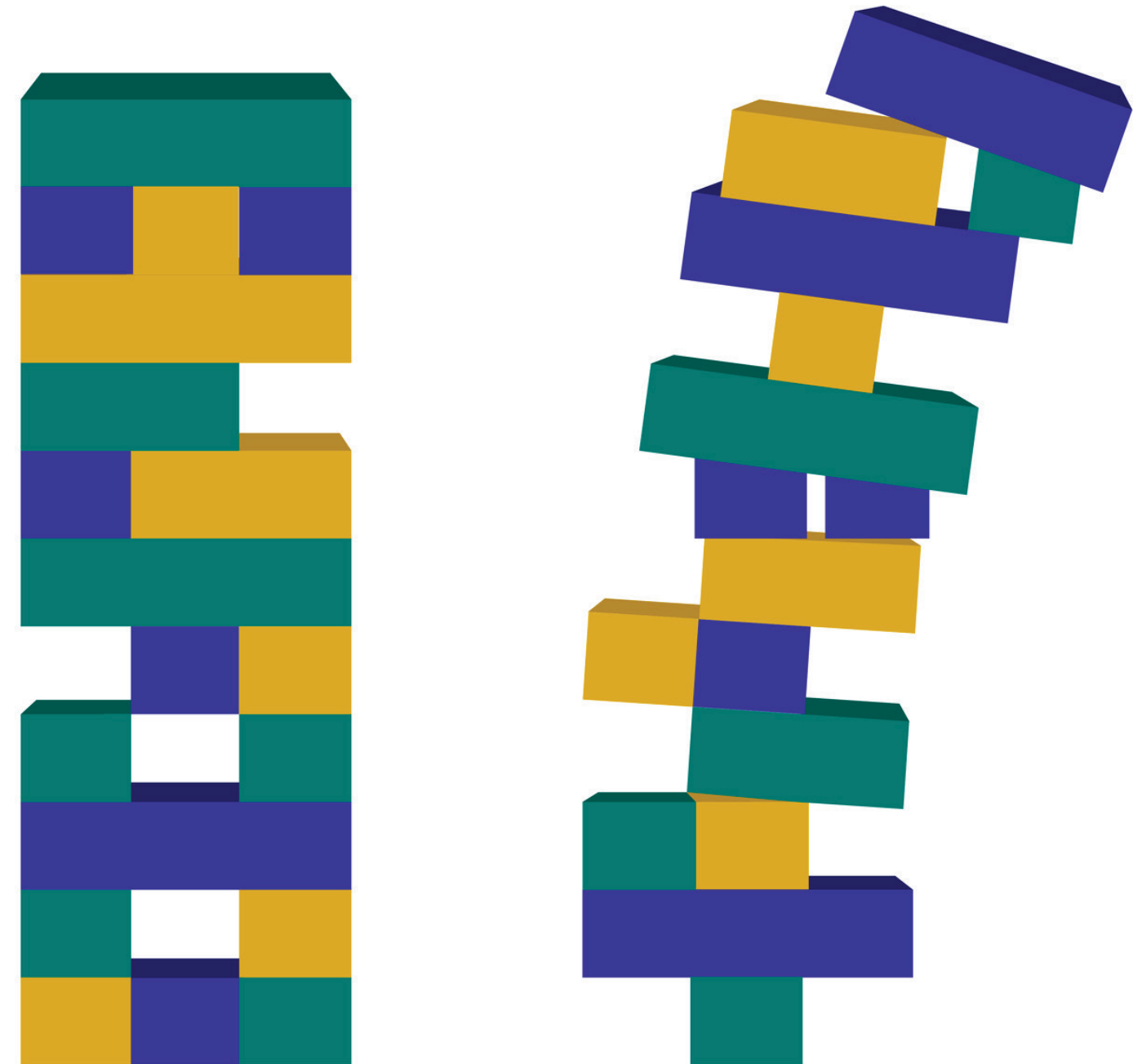


**Within organizations /  
groups**



# Tower of Trust

Figure developed by The Center for Implementation.





## Factors that affect trust: the Trust Trifecta

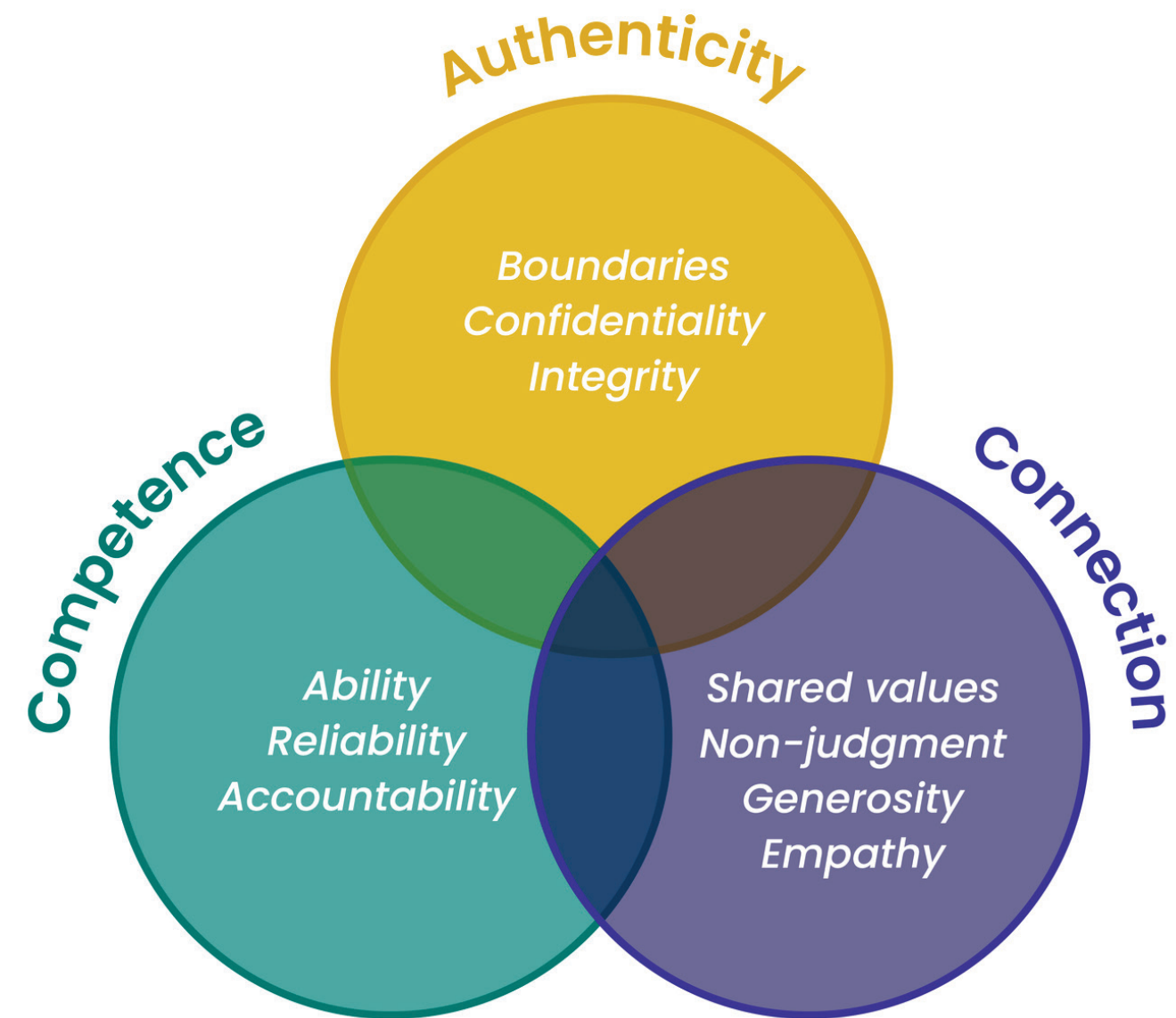
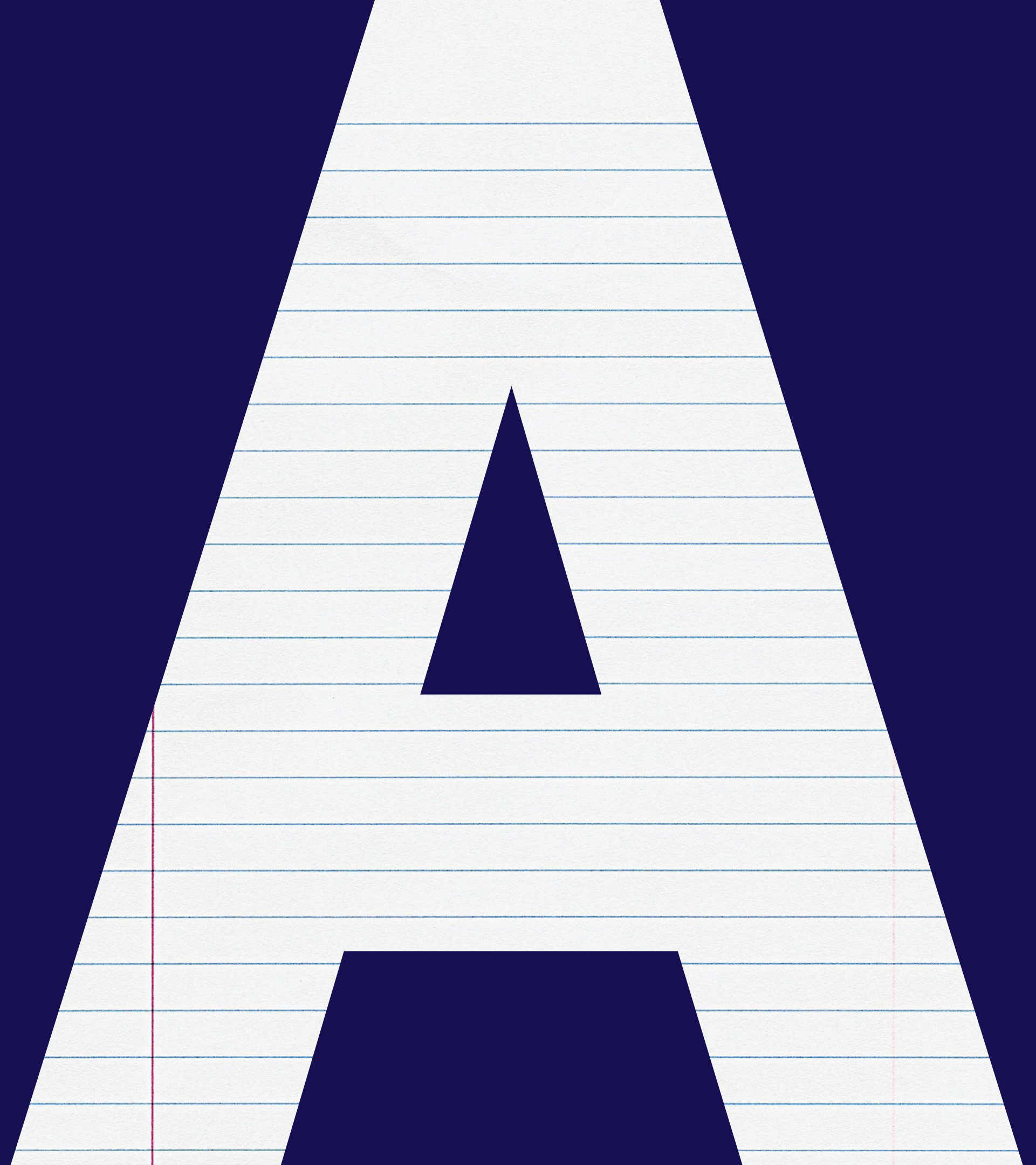


Figure developed by The Center for Implementation.



**Activity**

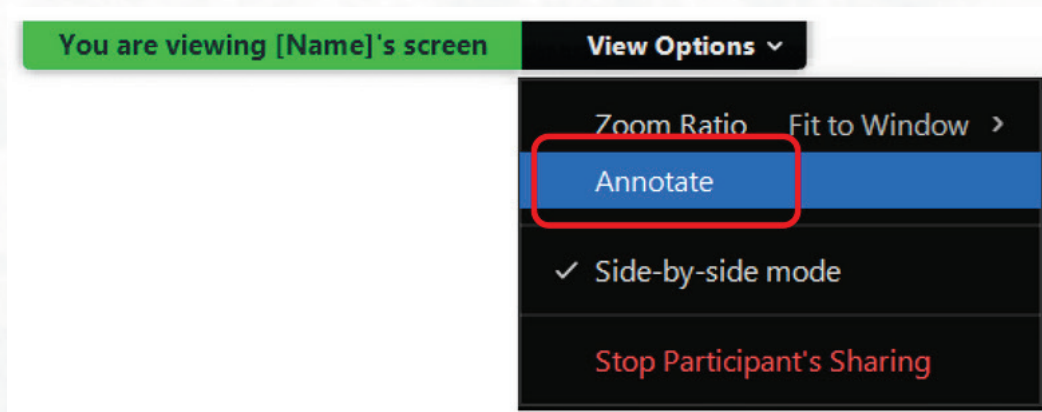




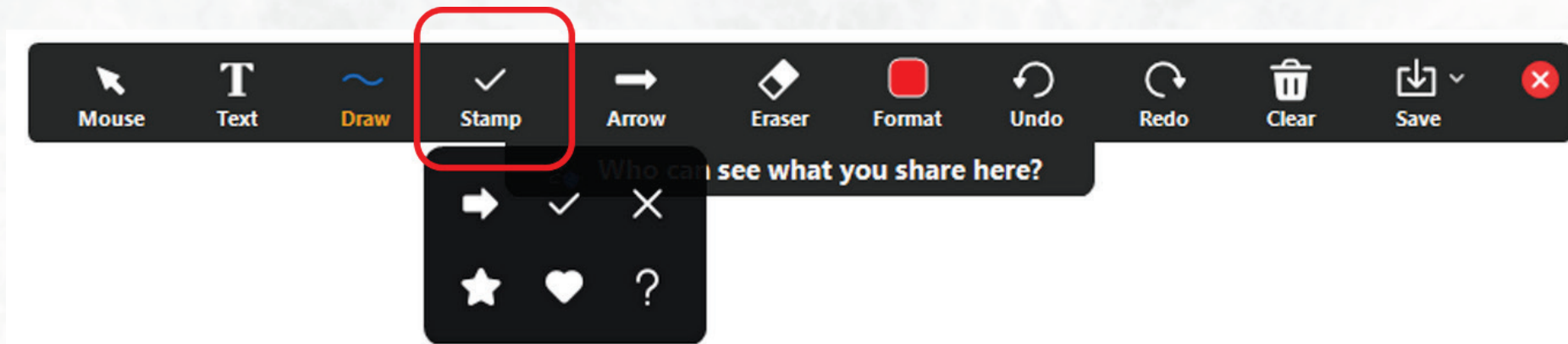
## ACTIVITY 2

# Zoom annotation

1

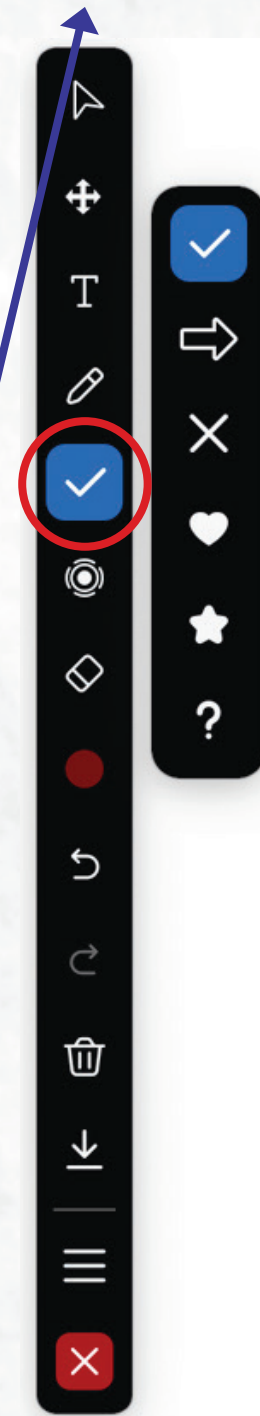


2



OR

Depending on your version of Zoom





## ACTIVITY 2

**At the start of a team meeting, our new collaborator shared her personal story about why she is committed to this work.**

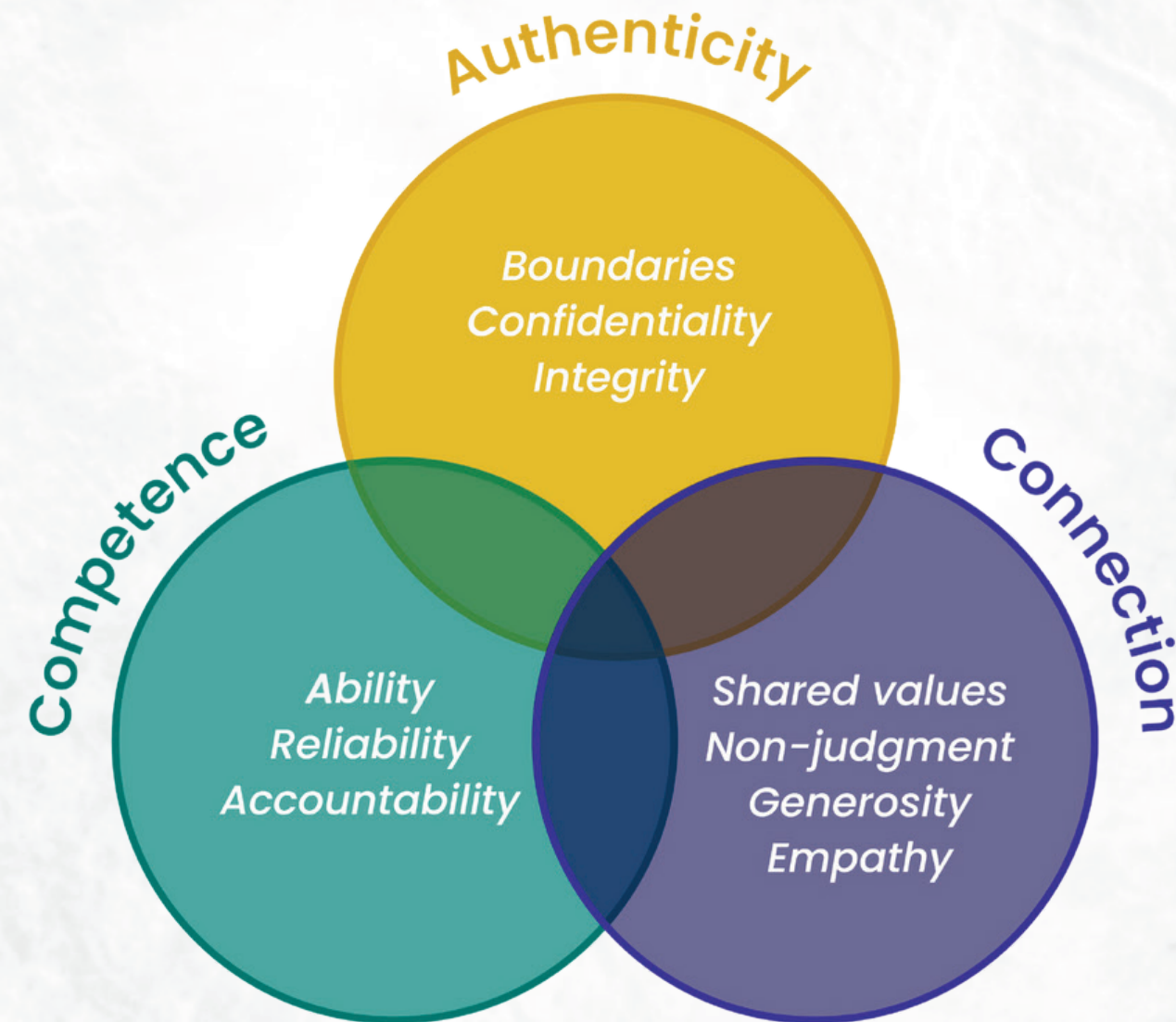


Figure developed by The Center for Implementation.



## ACTIVITY 2

**One of the team members continuously delivers work that isn't up to our standards.**

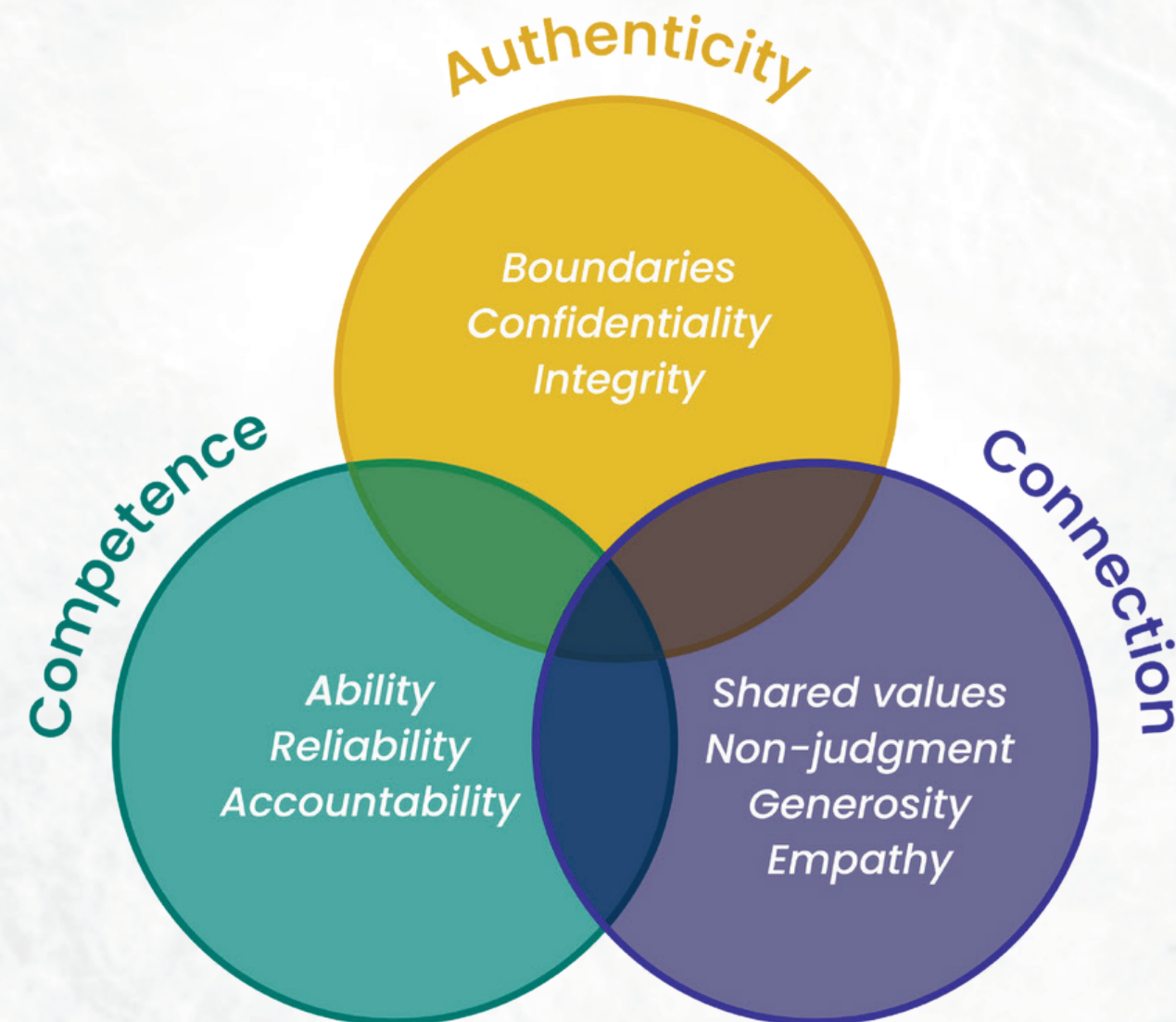


Figure developed by The Center for Implementation.



## ACTIVITY 2

**You overhear a conversation between a community partner and a project lead. The community partner has multiple relevant questions. The project lead dismisses their concerns in a judgmental tone of voice.**

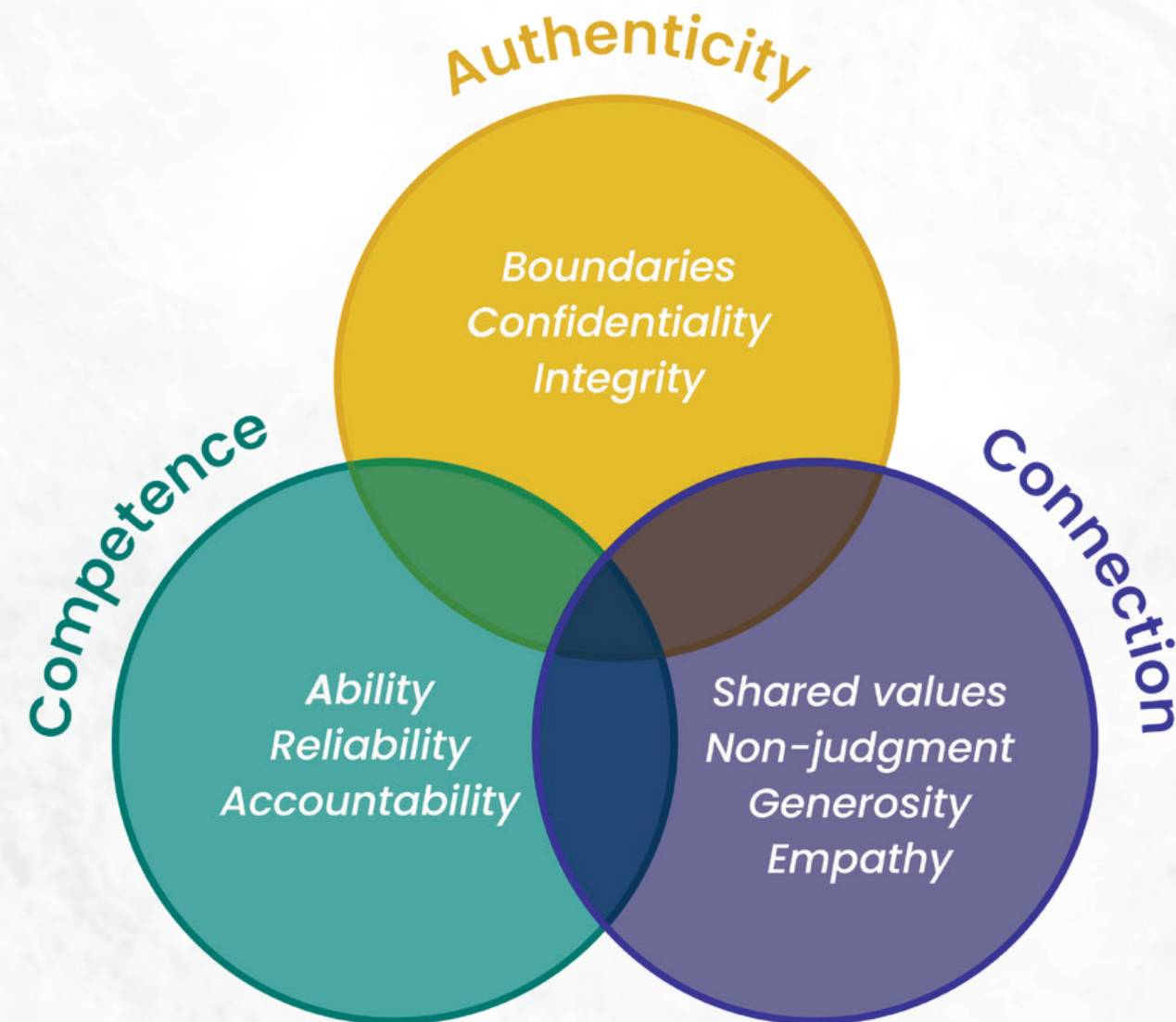


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## ACTIVITY 2

**Consider a situation in which you experienced a lack of trust in both directions. What factors affected your trust?**

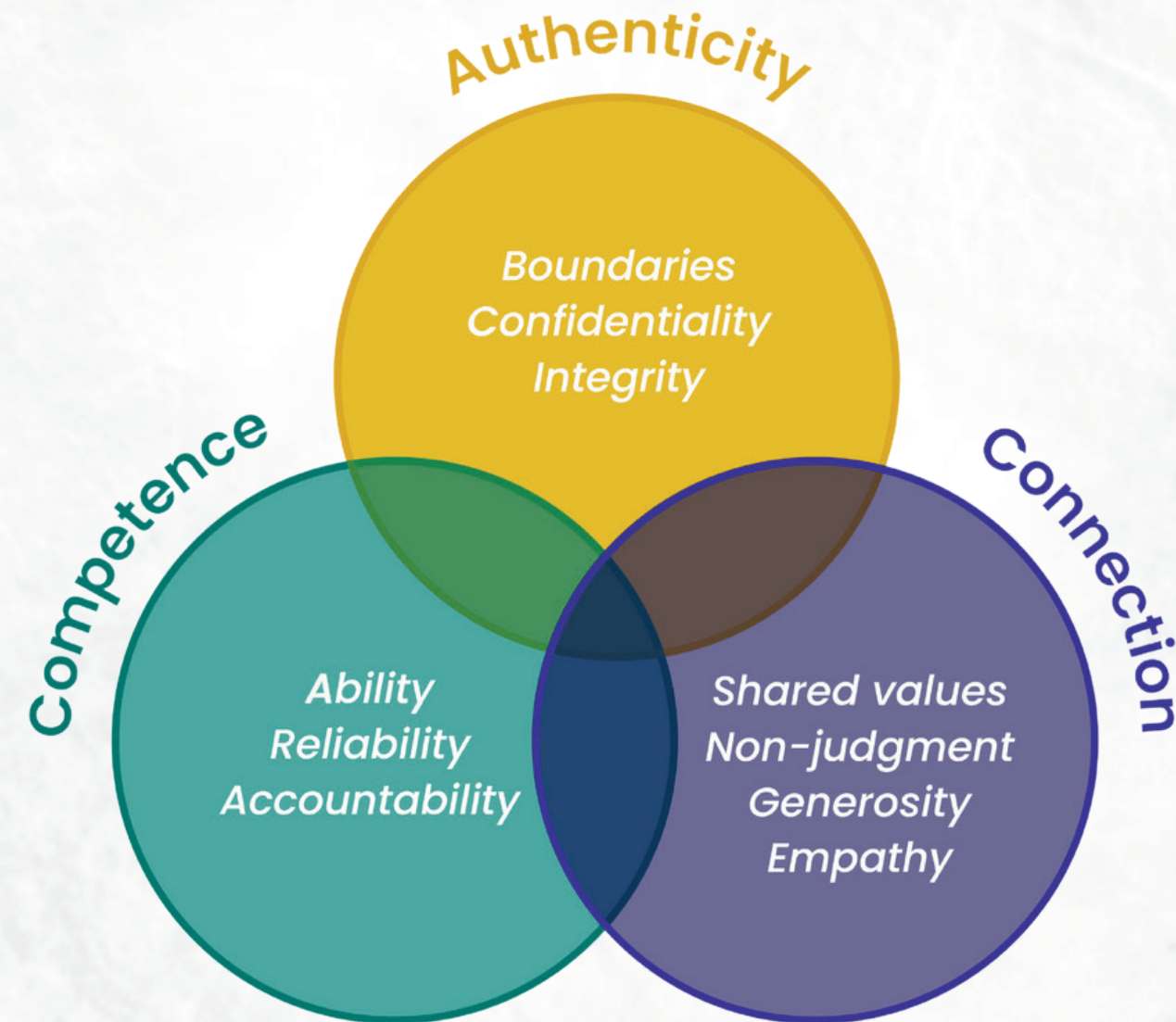


Figure developed by The Center for Implementation.



## ACTIVITY 2

**Consider a situation in which you experienced a lack of trust in both directions. What factors do you think affected their trust?**

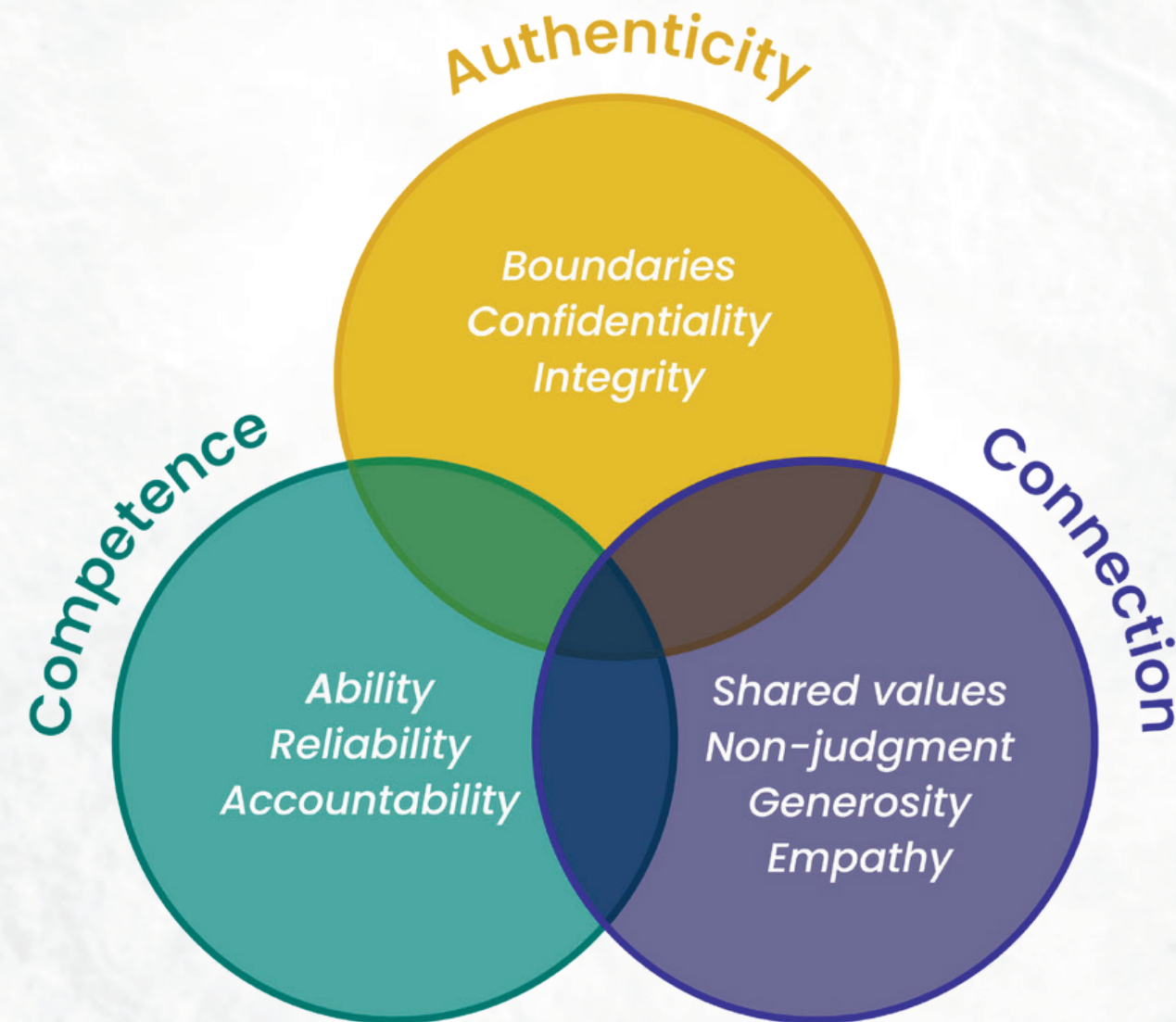


Figure developed by The Center for Implementation.

**Navigating power  
dynamics**

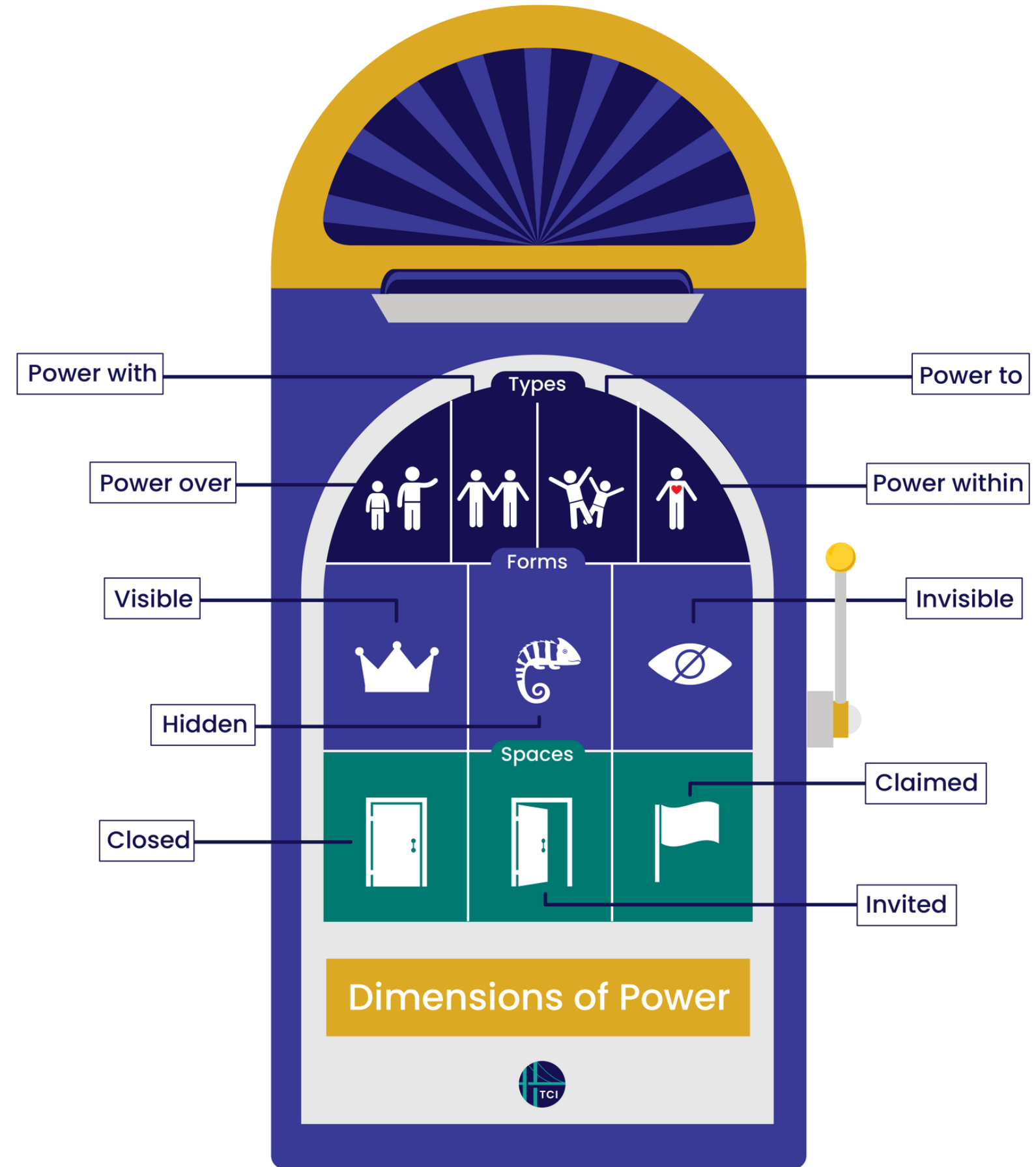






# Dimensions of power

Figure developed by The Center for Implementation.





## Types of power



Your dominance over others and their dominance over you; impacts on implementation as we reflect on who makes the decisions

**Power over**



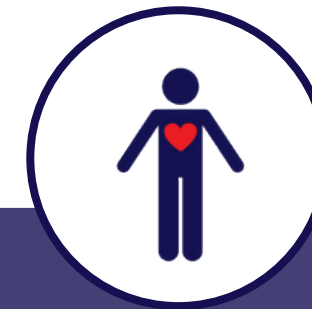
Lending each other power when collaborating to move forward

**Power with**



Lending power to others to move work forward

**Power to**



Reflecting on your source of power (Jewels of Power) and highlighting this source of power when you feel powerless

**Power within**



## The Jewels of Power



Scenario 1



Scenario 2



Scenario 3

Figure developed by The Center for Implementation.



## Forms of power



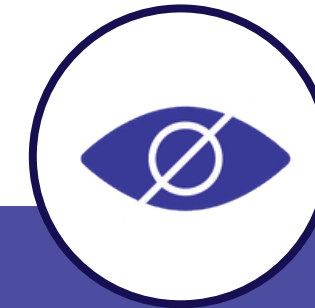
Decision-making power or authoritative power: Comes with a role (e.g., leadership), and it is apparent who holds this power.

**Visible power**



Not obvious and can be seen as “agenda setting” (i.e., working behind the scenes) with no formal decision-making power.

**Hidden power**



Not seen but felt or experienced by individuals—for example, societal norms, and historical relationships.

**Invisible power**



## Spaces of power



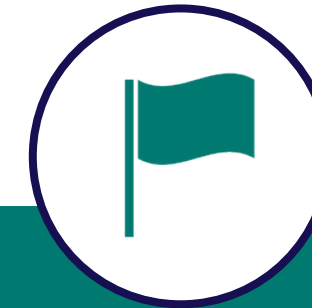
Decisions that are not transparent by a small group of people

**Closed spaces**



Open spaces to share power (e.g., ask for opinion)

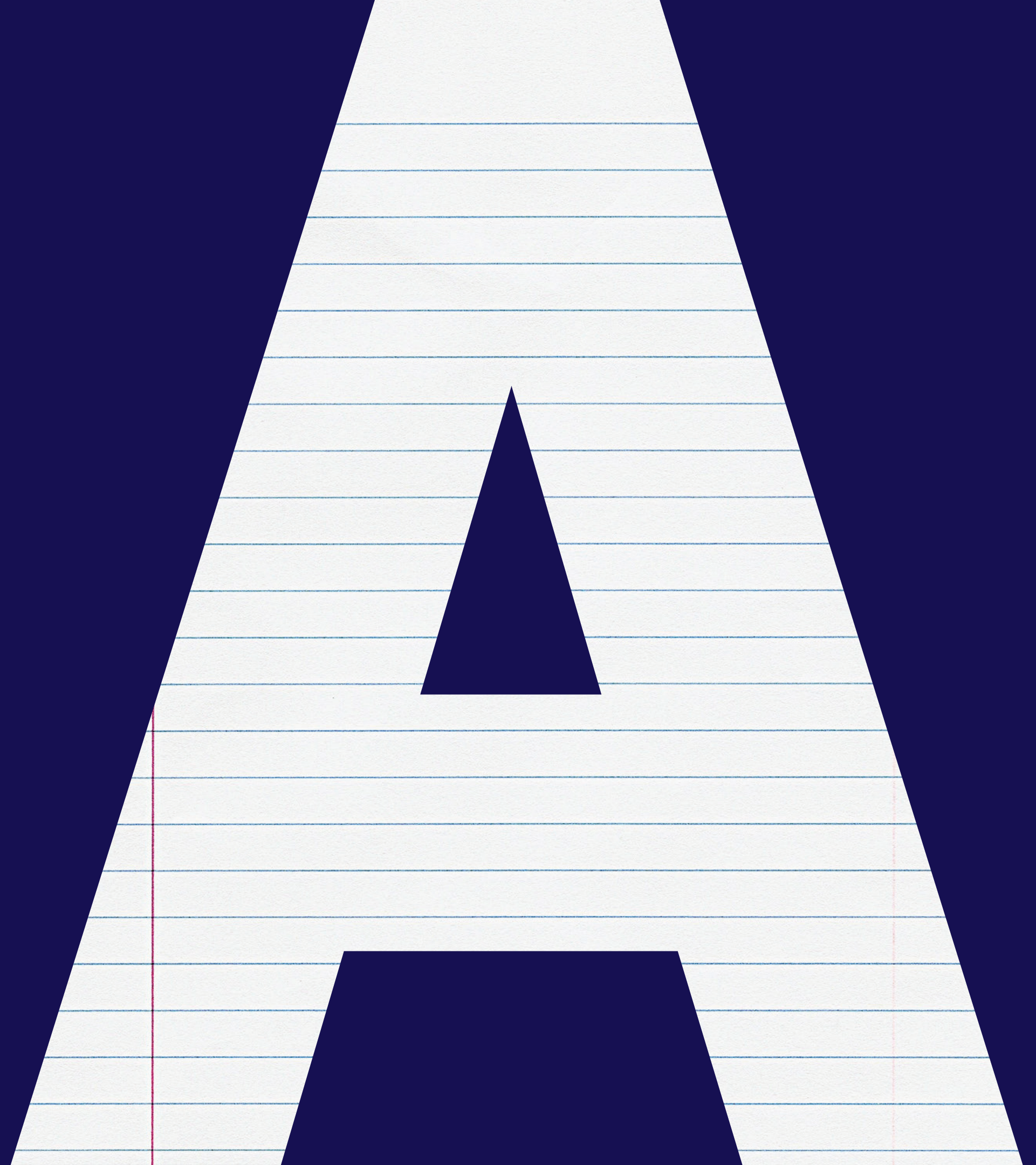
**Invited spaces**



Individuals feel powerless and claim space to move work forward

**Claimed spaces**

**Activity**





## ACTIVITY 3

# Zoom annotate: types of power

1. What types of power have you not considered or thought about much?



Your dominance over others and their dominance over you; impacts on implementation as we reflect on who makes the decisions

**Power over**



Lending each other power when collaborating to move forward

**Power with**



Lending power to others to move work forward

**Power to**



Reflecting on your source of power (Jewels of Power) and highlighting this source of power when you feel powerless

**Power within**



## ACTIVITY 3

# Zoom annotate: types of power

2. What types of power have you experienced or seen in the past month?



Your dominance over others and their dominance over you; impacts on implementation as we reflect on who makes the decisions

**Power over**



Lending each other power when collaborating to move forward

**Power with**



Lending power to others to move work forward

**Power to**



Reflecting on your source of power (Jewels of Power) and highlighting this source of power when you feel powerless

**Power within**



**Actions to “Cultiv8”  
trust and power**





# PART 4: ACTIONS TO "CULTIV8" TRUST AND POWER

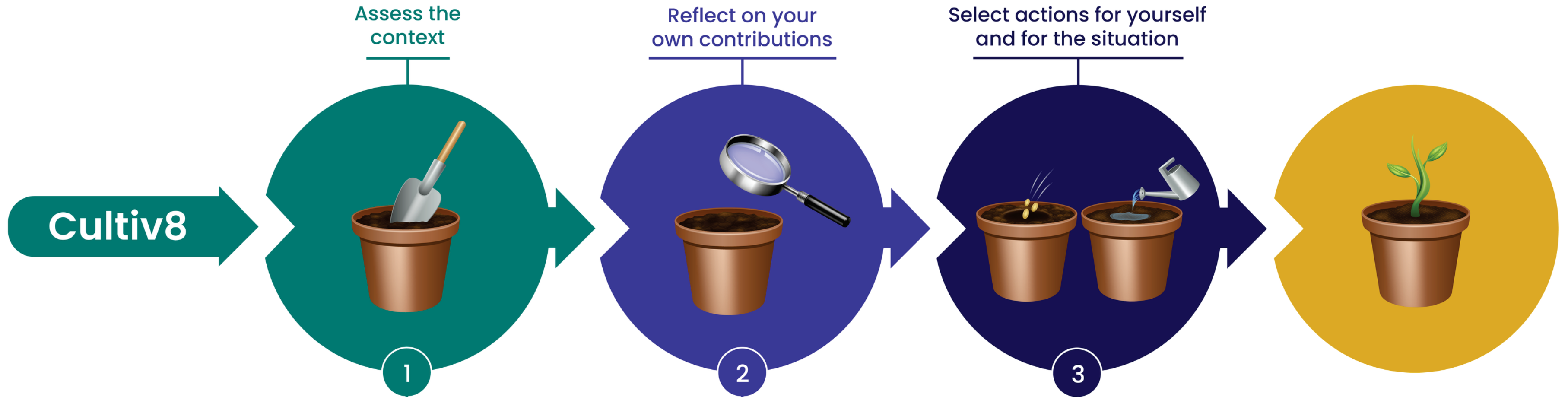


Figure developed by The Center for Implementation



## PART 4: ACTIONS TO “CULTIV8” TRUST AND POWER



- Step 1a: Identify what the general “thing” is you are trying to address
- Step 1b: Identify the stage of your relationship
- Step 1c: Rate your relationship in terms of trust and power



## PART 4: ACTIONS TO "CULTIV8" TRUST AND POWER



Step 2a: Identify what is impacting trust

Step 2b: Identify what contributes to power

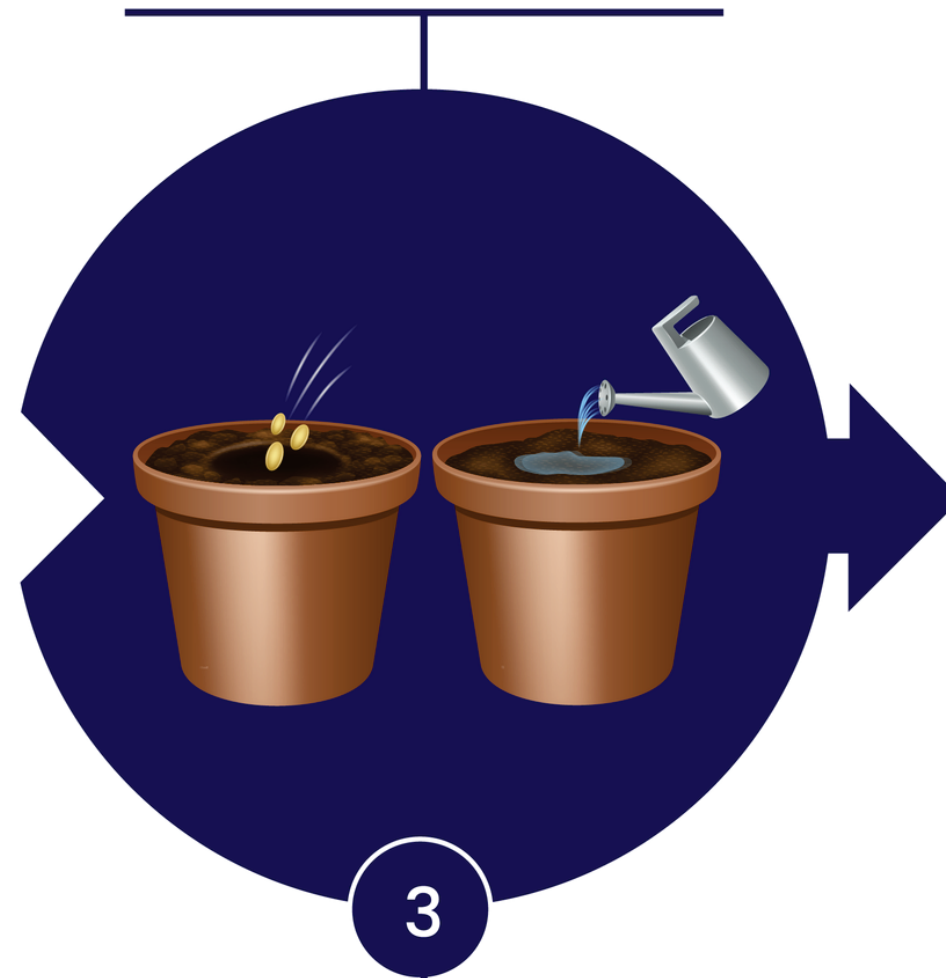
Step 2c: Reflect on your analysis of trust and power

Step 2d: Reflect on the goal(s) of your actions



## PART 4: ACTIONS TO "CULTIV8" TRUST AND POWER

Select actions for yourself  
and for the situation

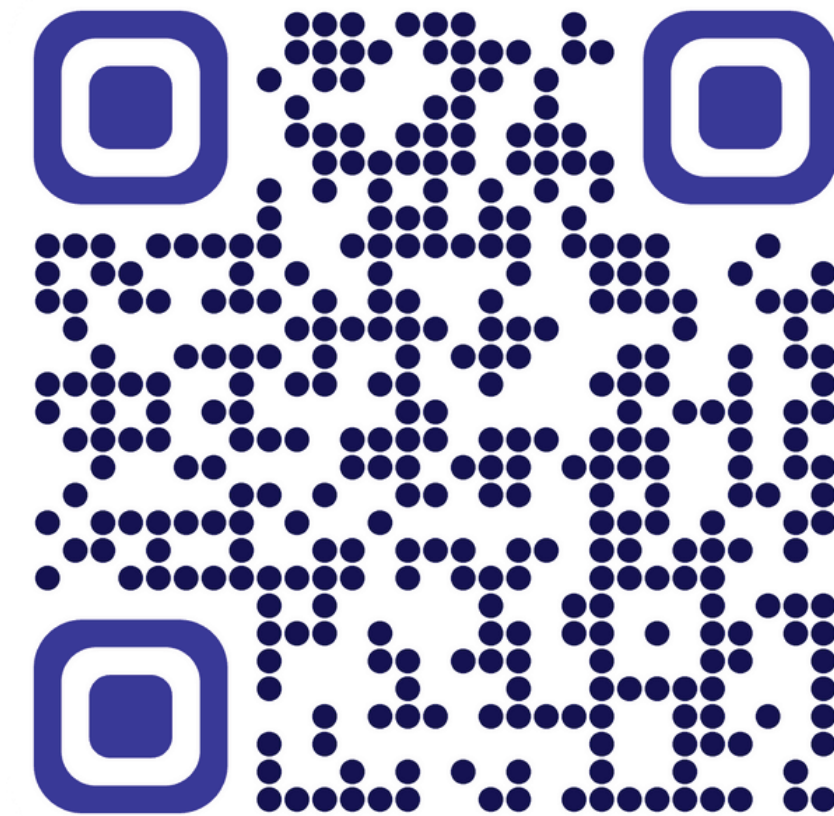


Step 3a: Develop your  
action plan



## PART 4: ACTIONS TO "CULTIV8" TRUST AND POWER

# Cultiv8 tool

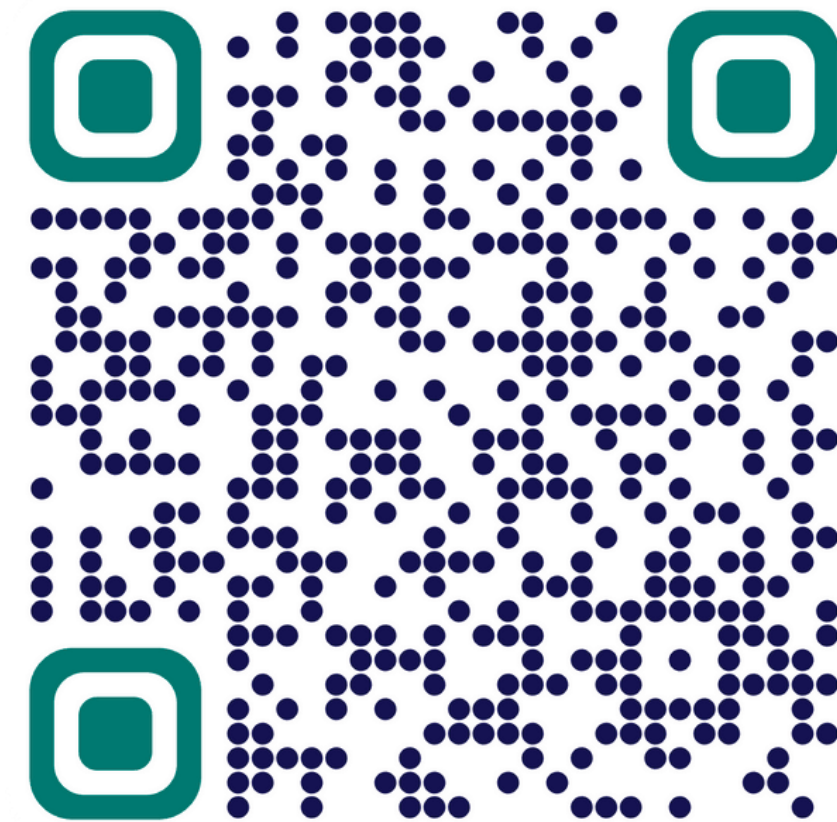


[thecenterforimplementation/cultiv8-tool](https://thecenterforimplementation/cultiv8-tool)



## PART 4: ACTIONS TO “CULTIV8” TRUST AND POWER

# StrategEase: a free tool for change makers



[thecenterforimplementation/strategease-tool](https://thecenterforimplementation/strategease-tool)



## Cultivating trust and navigating power

This course focuses on the social nature change by examining what power and trust truly are. You'll learn the way to deeply assess your relationships and receive tangible actions for building a more solid foundation for your change efforts.

[THECENTERFORIMPLEMENTATION.COM/TRUST-AND-POWER](https://thecenterforimplementation.com/trust-and-power)







# Level 1: Implementation Support Specialist



Our certificate program is for professionals who want to advance their careers and highlight their skills and competencies in applying implementation science in practice.

Level 1 covers the foundational elements of applying implementation science to design, implement, spread, and scale the use of evidence.

Those who complete the certification process receive

- Level 1 Implementation Support Specialist digital certificate and badge
- The option to be included in our online directory of certified professionals



# Thank you!

LET'S STAY CONNECTED

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 thecenterforimplementation.com

 info@thecenterforimplementation.com



# Evaluation

<https://survey.alchemer.com/s3/7701644/Eval-StratPartner-webcast>

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