



Stockholm Conference on Implementation
& Translational Research
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Organizational Readiness for Stage-based Dynamics of Innovation Implementation

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Action Plan? Program Needs, Functioning, & Implementation "Process"

Staff attitudes & commitments –

Program training needs

↳ Organizational readiness for change

↳ Innovation selections/training

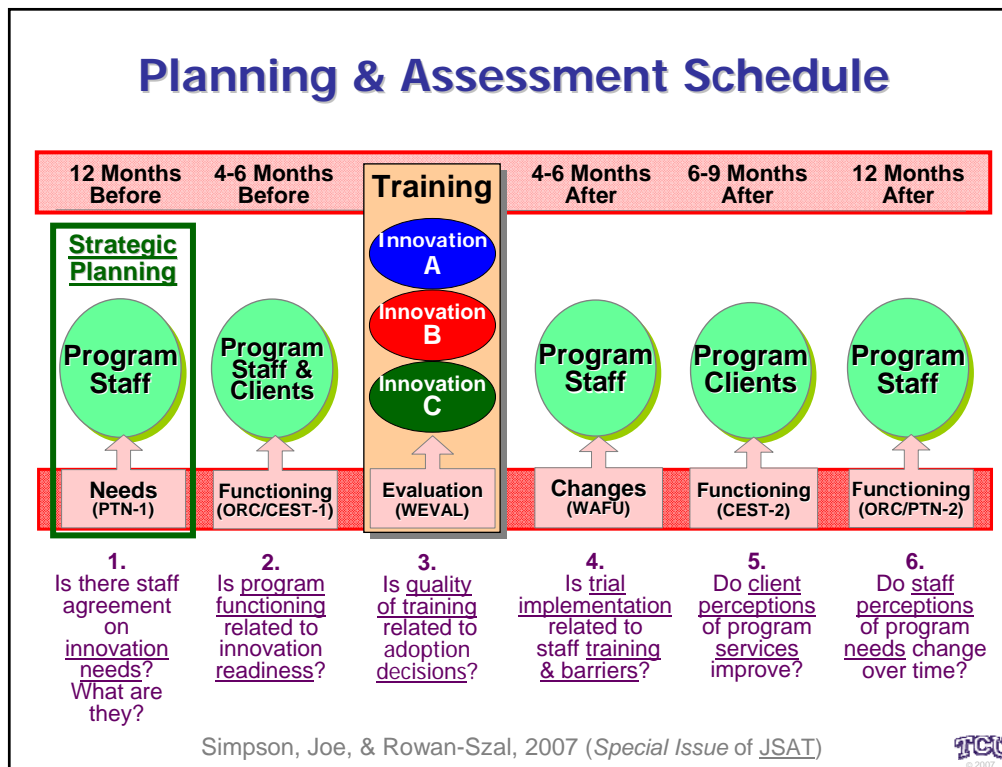
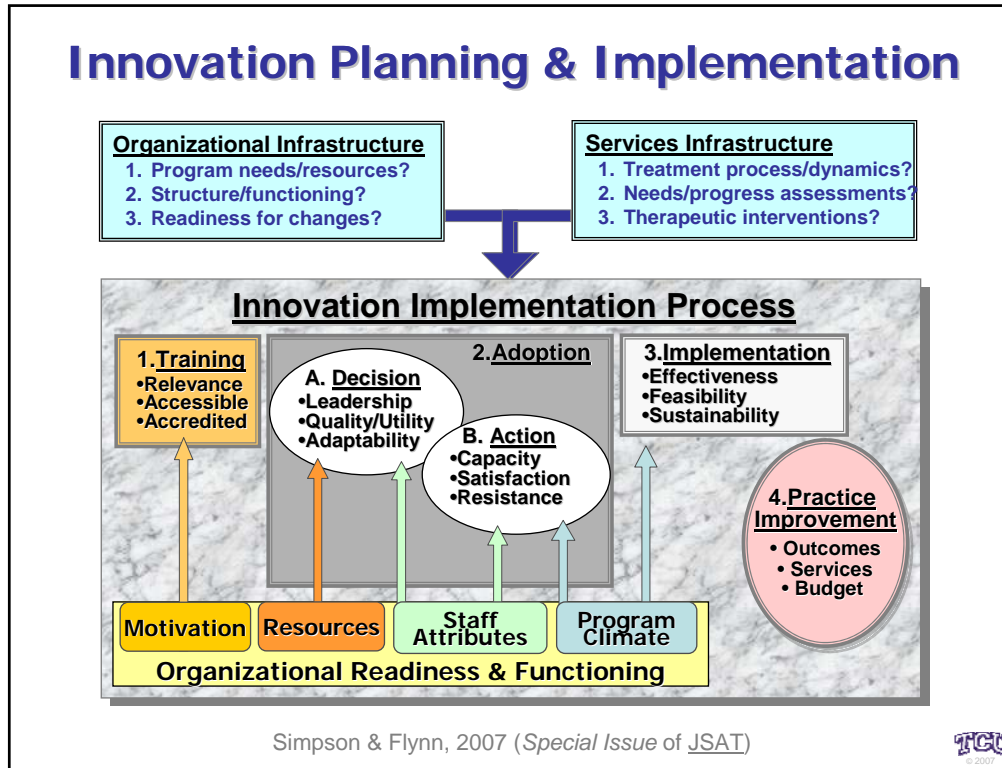
↳ Innovation impact

Measures & applications?

- Assessments from staff/leaders/clients
- Guidelines for preparations/decisions
- Conceptual framework for implementation

Simpson & Flynn, 2007 (*Special Issue of JSAT*)





Measures of Program Training Needs

Staff attitudes & perceptions --

PTN Scales



1. Program Facilities/Climate
2. Satisfaction with Past Training
3. Preferences for New Training
4. General Training Needs of Staff
5. Preferences for Training Styles
6. Program Computer Resources
7. Training Barriers

Rowan-Szal, Greener, Joe, & Simpson, 2007 (*Special Issue of JSAT*)



Measures of Organizational Functioning

Motivation:

- Program Needs
- Training Needs
- Pressures



Resources:

- Offices/Staffing
- Training
- Equipment

**“Better organizations”
provide “better services”**

Staff Attributes:

- Growth
- Efficacy
- Influence
- Adaptability

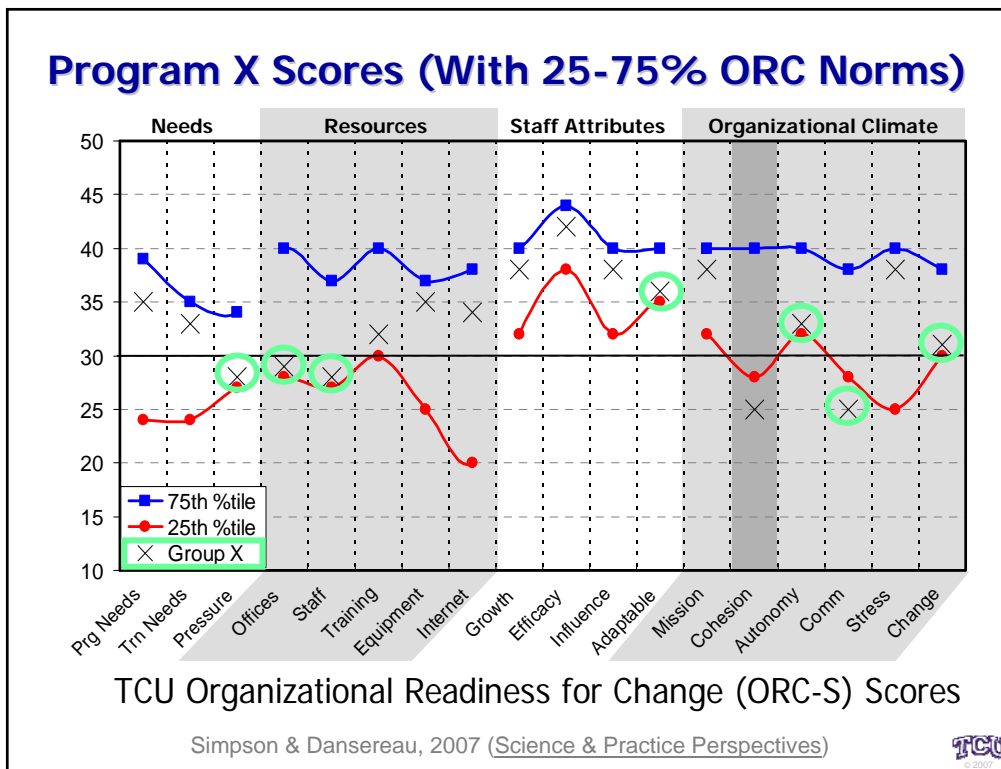
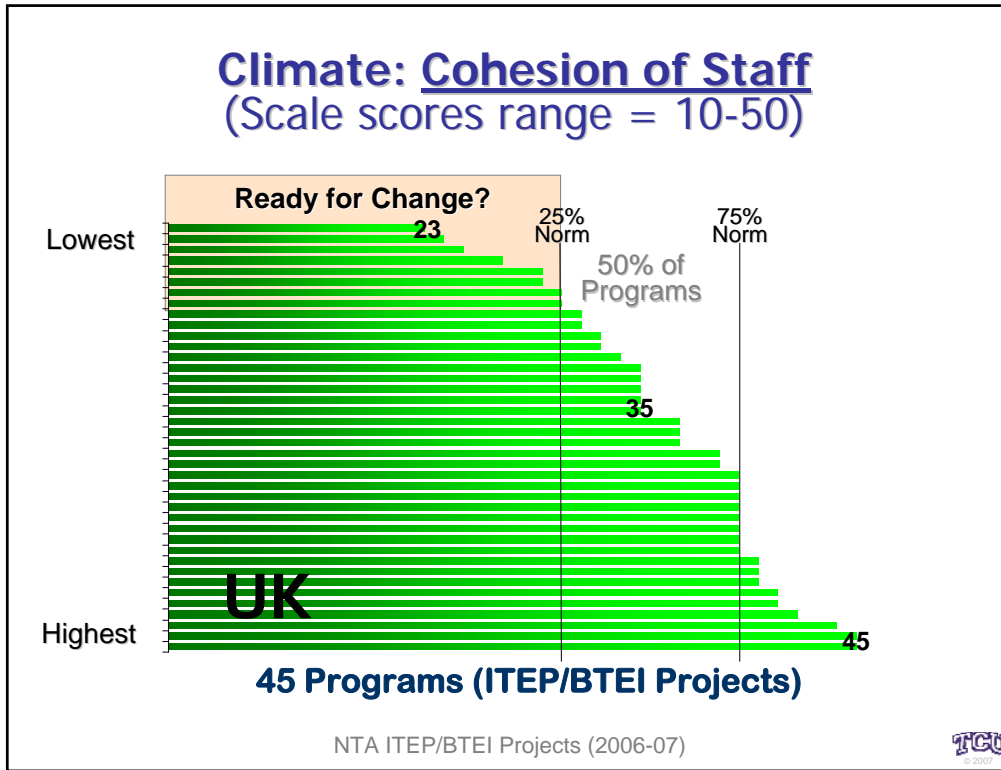
ORC Scales

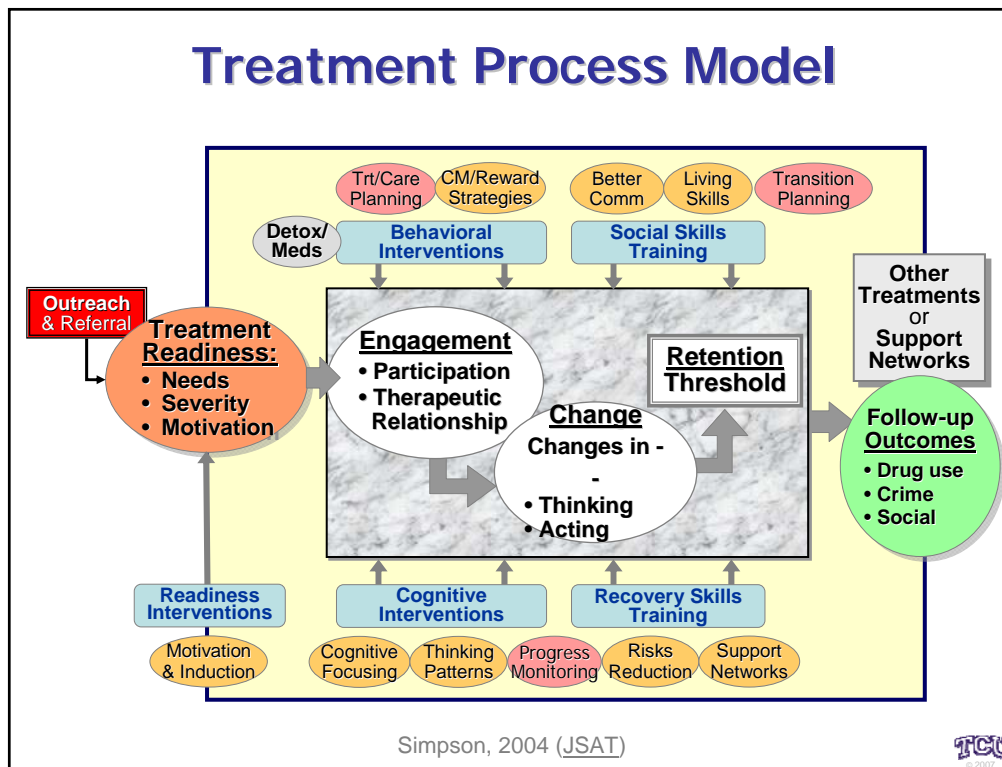
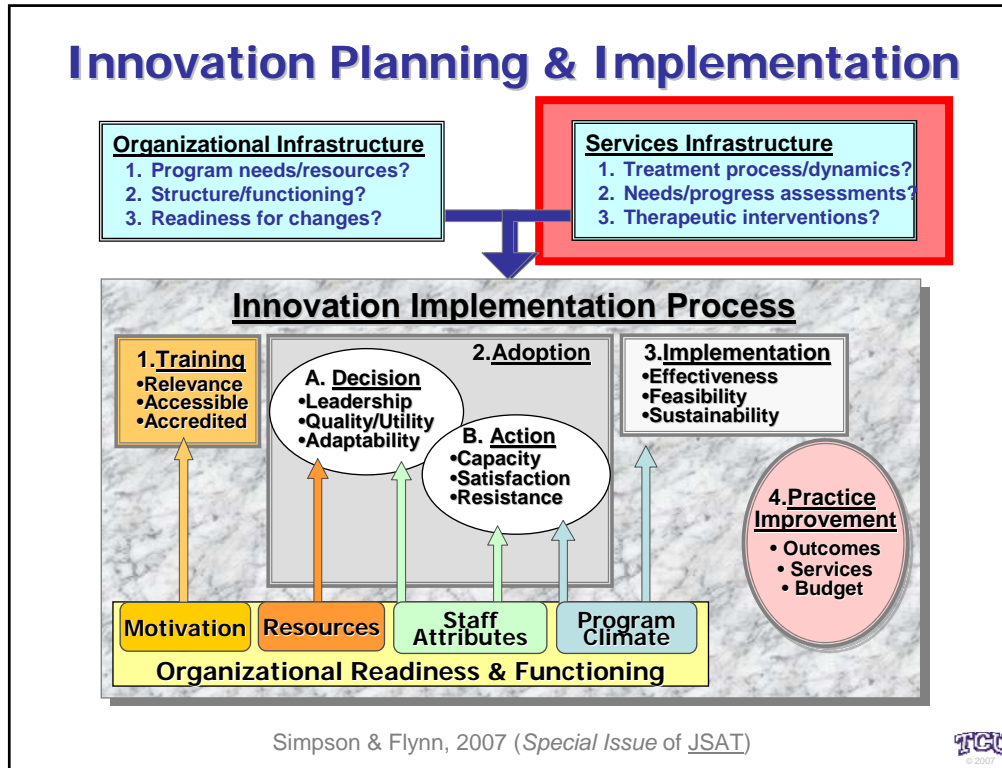
Climate:

- Mission
- Cohesion
- Autonomy
- Communication
- Stress
- Change



Simpson, 2002; Lehman et al, 2002 ; Simpson & Flynn, 2007 (*JSAT*)







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