

What is the Organizational Intervention?

The Organizational Intervention promotes effective organizational change by using three major strategies: (1) solution-focused, Design Team as the ‘engine for innovation,’ (2) consistent leadership engagement, and (3) development of successful structures for organization-wide communication, dissemination, adoption and implementation. Offered in 4 of a state’s child welfare sites for a maximum of 3 years, the Organizational Intervention is part of a Workforce Excellence approach that includes deliveries of LAS, LAMM and LADD in jurisdictions that also have a University Partnership (UP) program.

What are the benefits?

The model is derived from extensive research and provides a high quality, proven approach to implement an organizational change initiative. The synergistic approach with LAS and LAMM concentrate training and implementation efforts at levels appropriate to the role of managers and supervisors, while engaging all staff in the change initiative. It is an opportunity to develop a positive procedure for aligning operational principles during innovation, provide professional development, and improve the workforce environment.

What will NCWWI provide?

- Identify specific factors that impede and advance organizational change.
- Provide Facilitator for Design Team support, team training and direction.
- Employ the Phase Model for successful, sustainable implementation. Phase I: Organizational Environment Assessment; Phase II: Adoption of the Change Initiative; Phase III: Implementation; and Phase IV: Sustainability and Evaluation.
- Engage site leadership and collaborate across organizational levels for successful implementation.
- Identify training needs and resources related to the change initiative and its implementation.

What are the responsibilities of the agency partners?

- Select a change initiative that impacts the entire site, not just one unit or group.
- Approve Design Team members to use participatory decision-making, and the authority and responsibility for employing the intervention’s 4-phase model.
- Support the Design Team members in meeting a minimum of 4 hours per month, and having access to work-related information and data for making decisions.
- Support Design Team membership to reflect all levels (managers, supervisors, workers, and other identified key stakeholders), and include an engaged, supportive Site Leader to inspire the organization and facilitate implementation efforts.
- Ensure quarterly strategy meetings and monthly Site Leader/facilitator meetings.

