**PAPER NUMBER #153**

**Leading Change – Creating a new ‘normal’ in Implementation.**

**Presenting Authors**

Peta Nichol1, Justin Elstob2, and Marg Stott3

**Affiliation**

1. 1.Save the Children
2. Centre for Evidence and Implementation

**Country of residence**

Australia

**Objectives/aims**

Demonstrate the importance that leadership strategies play (technical and adaptive) in Intensive Family Support service implementation across regional, remote and urban communities with a large portion of families serviced from Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse populations.

**Methods**

Developing a Program Logic that visually depicts the programs Theory of Change (ToC). The ToC considers the specific target population and explains how the programs core components (engage and motivate caregivers to enact change using motivational interviewing techniques, provide families with protective safety advice by safety planning, support caregivers to provide warm and responsive care and develop caregivers parenting life skills using parenting skills training) are linked to the intended outcomes of the e program. (improved parenting skills and competence and reduced child neglect).

Leadership Competency: Three levels of implementation teams - practitioner, leadership, central.

Training and Practice Coaching for success is just the start

Working together to embed Fidelity Assessment at every level

**Main findings**

By using leadership skills to establish implementation teams that solve problems and address resistance in a way that helps staff overcome their natural tendency to maintain their usual way of working, combined with developing organisational systems and strengthening workforce skills have enabled Intensive Family Support (IFS) program implementation across Queensland. We will share our Leadership experiences that have assisted the IFS program to reach early implementation at 5 sites in diverse geographic regions (urban, regional and remote), and our implementation plan as we move forward to full implementation and sustainability.