

WEEK 11 – PLANNING IMPLEMENTATION STRATEGIES

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A leading cause of policy implementation failure is that the idea was flawed at the beginning. The idea was too broad, too vague, and/or too diffuse. That said, policy change in implementation is a top-down process, with planning and decision-making going hand in hand.

There are administrative as well as legislative requirements for agencies to develop implementation plans as part of their policy proposals.

Implementing change requires teams of people with different skill sets to work across normal functional boundaries within and between departments and agencies.

An implementation plan should clearly articulate how new programs policies and services will be delivered on time, on budget, and to mandated deliverables and/or government expectations.

Not sticking to the expected and implementable outcomes, results, from a poorly-prepared implementation plan. Not having a well-designed plan often results in lots of little extras being added that are not part of the original stated and expected outcomes.

So effective implementation planning requires a structured approach to address seven specific and critical areas. These are planning, governance, engaging stakeholders, managing risk, monitoring, review and evaluation, resource management, and management strategy.