

Leadership and Organizational Change for Implementation (LOCI) Learning Network Hub Site.

The objective of the Leadership and Organizational Change for Implementation (LOCI) Learning Network Hub Site (hereafter, “LOCI Hub”) is to support those in VA leadership positions with the training and resources needed to apply LOCI, a strategy that facilitates implementation and sustainment of evidence-based practices (EBPs). LOCI uses an evidence-based combination of workshops and coaching that strengthens leadership skills and fosters individual and organizational capacity to implement EBPs.

The LOCI Hub provides leaders with the support that they need to increase implementation, quality, and sustainability of effective practices. The leadership behaviors taught through LOCI also facilitate activities that strengthen the VA as a learning healthcare system. Previous participants have seen improvements in implementation climate, implementation leadership, and EBP implementation goals.

LOCI Features

- 1. Assessment and Feedback:** Data from 360-degree assessments are synthesized into feedback reports and used in the co-creation of system, organization, and clinic implementation climate development plans and program-level leader development plans.
- 2. Coaching:** Ongoing leadership support is provided to program-level leaders via individual and group coaching calls.
- 3. Leadership Trainings:** Three interactive trainings for program-level leaders provide background on leadership behaviors to support EBP implementation through the development of a positive EBP implementation climate, with the use of transformational leadership, reinforcement, as well as feasible and meaningful incentives.
- 4. Organizational Strategy Meetings:** These meetings focus on identification and use of strategies that support EBP implementation and sustainment at the organizational level.

“Because of LOCI, you see everything that comes across your desk in a different lens. It’s now a different level of awareness that is prominent and won’t go away again.”
-Agency Executive”

“I feel like the biggest success so far has been the shift in understanding the importance of using EBPs with our populations.”
-Clinical Supervisor”

“One of the biggest lessons that I’ve learned from participation in LOCI is the same skills that are involved in successful implementation of an EBP are involved in successful implementation of anything.”
-Clinical Supervisor”

Who is LOCI for?

LOCI training: VA program leaders, who manage and supervise those providing direct services to patients.

LOCI mentoring/consultation: Research teams and/or Gold Status Fellows that are integrating LOCI into their studies or projects and would like support to ensure good integration of LOCI principles.

Requirements

- a. An identified evidence-based intervention or practice being implemented (or planning to be implemented) within a VA mental health care setting
- b. Commitment from leadership
- c. Capacity to report and monitor program-level data

About Us

The LOCI Hub is funded by the VA Quality Enhancement Research Initiative (QUERI). The LOCI Hub is evidence-based, data-driven, and meets the needs of leaders in health, behavioral health, and public services. It is a partnership with the developers of LOCI to build capacity within VA to support leaders in the development of a strong implementation climate and learning healthcare organization. Additionally, it focuses on creating a climate that supports staff through change and EBP implementation.

Facilitators/Coaches



Shannon Wiltsey Stirman, PhD



Craig Rosen, PhD



Heidi La Bash, PhD



Greg Aarons, PhD



Mark Ehrhart, PhD



Marisa Sklar, PhD



Elizabeth Cooper, MPH

Contact Us

For more information, check out:

<https://www.implementationleadership.com>

If you would like to learn more or partner with us,
please contact: Heidi La Bash at

Heidi.LaBash@va.gov