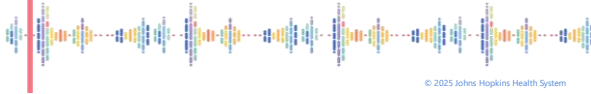






Ongoing Considerations

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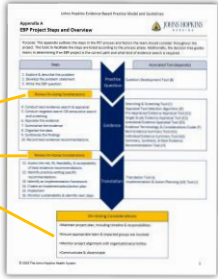


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Ongoing Considerations

On-Going Considerations

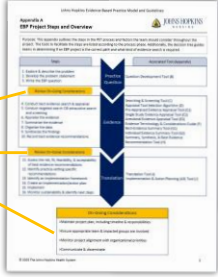
- >Maintain project plan, including timeline & responsibilities
- >Ensure appropriate team & impacted groups are involved
- >Monitor project alignment with organizational priorities
- >Communicate & disseminate



Maintain Project Plan, Timeline, and Responsibilities

On-Going Considerations

- >Maintain project plan, including timeline & responsibilities
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EBP Project Plan



EBP Project Plan



Clear objectives and deliverables



EBP Project Plan



Clear objectives and deliverables



Realistic scope



EBP Project Plan

 Clear objectives and deliverables

 Realistic scope

 Accurate timeline









EBP Project Plan

 Clear objectives and deliverables

 Realistic scope

 Accurate timeline

 Awareness of constraints







EBP Project Plan

 Clear objectives and deliverables

 Realistic scope

 Accurate timeline

 Awareness of constraints

 Data and key performance metrics





EBP Project Plan

-  Clear objectives and deliverables
-  Realistic scope
-  Accurate timeline
-  Awareness of constraints
-  Data and key performance metrics
-  Engaged groups
- 

EBP Project Plan

-  Clear objectives and deliverables
-  Realistic scope
-  Accurate timeline
-  Awareness of constraints
-  Data and key performance metrics
-  Engaged groups
-  Solid process to complete work

Additional Resources

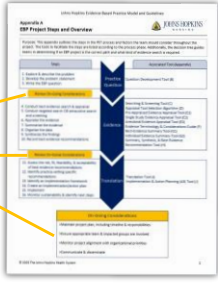
- Committee Charter
- Gantt Chart
- Impacted Groups Analysis
- Presentation Template
- Fishbone
- SWOT Tool



Ensure Appropriate Team & Impacted Groups are Involved

On-Going Considerations

- >Maintain project plan, including timeline & responsibilities
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CORE EBP TEAM

6–8 Members

- Diverse Perspectives**
- Strong Collaboration**
- Focused Expertise**
- Stakeholder Representation**

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Building the Right Team

The people involved can determine whether evidence is adopted, or ignored.



Building the Right Team

The people involved can determine whether evidence is adopted, or ignored.

Expertise | Who Knows?

- Clinical knowledge
- Subject matter expertise
- Frontline experience

Influence | Who Influences?

- Formal leaders
- Informal leaders
- Change champions

Roles | Who Does The Work?

- Learners
- Organizers
- Builders

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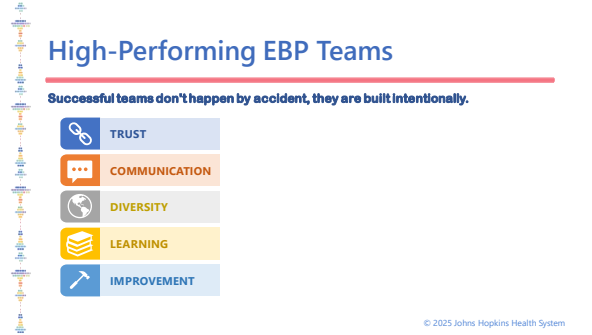
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High-Performing EBP Teams

Successful teams don't happen by accident, they are built intentionally.

-  **TRUST**
-  **COMMUNICATION**
-  **DIVERSITY**
-  **LEARNING**
-  **IMPROVEMENT**

Respects and values every voice

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Encourages open dialogue and shared decisions

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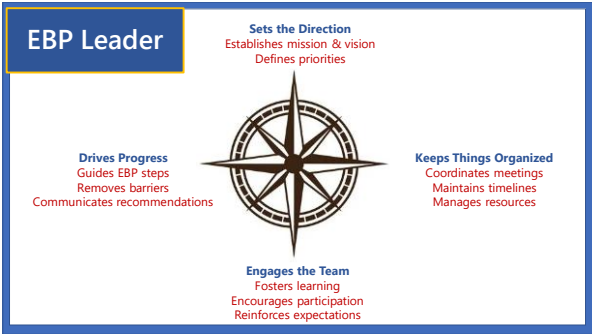


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High-performing teams create the foundation for successful EBP implementation.



IMPACTED GROUPS

Ask These Three Questions

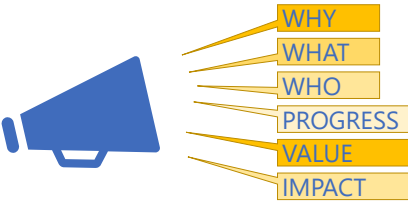
- 1** Who Does the Work?
- 2** Who Is Affected?
- 3** Who Drives the Change?

The right voices lead to better decisions and stronger buy-in.



ENGAGING IMPACTED GROUPS

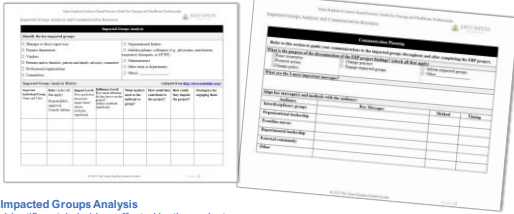
People support change when they understand why it matters.



Engagement begins with a clear and compelling message.



Resource: Impacted Groups Analysis and Communication Tool



Impacted Groups Analysis

- Identifies stakeholders affected by the project
- Assesses how individuals or groups will be impacted
- Supports communication planning and engagement strategies

Supporting Tools for Project Success



Fishbone Diagram (Cause-and-Effect)

- Also known as Ishikawa diagram
- Identifies and organizes potential root causes of a problem
- Focuses on underlying causes, not just symptoms



Gantt Chart

- Visual timeline of project tasks from start to finish
- Shows task duration, sequencing, and key milestones
- Useful for tracking progress and resource allocation



Committee Charter

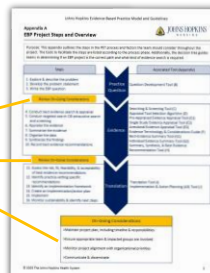
- Formal document defining committee purpose and structure
- Clarifies scope, responsibilities, and authority
- Serves as the "rulebook" for how the group operates
- Ensures shared understanding of expectations

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Monitor Project Alignment with Organizational Priorities

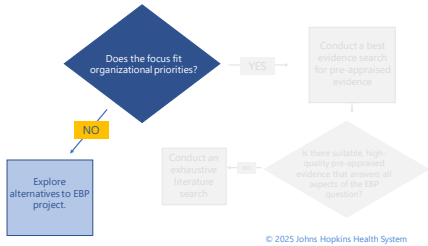
On-Going Considerations

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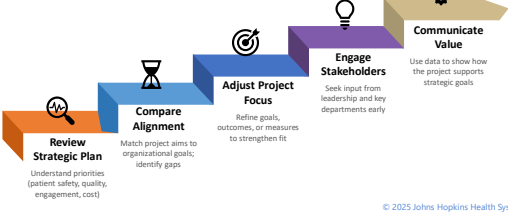
Monitor Project Alignment with Organizational Priorities





Strategies to Strengthen Alignment with Organizational Priorities

Strong alignment increases support, visibility, and sustainability.



Example: When a Strong EBP Idea Didn't Initially Align

Strong idea, limited alignment

Initial EBP Idea

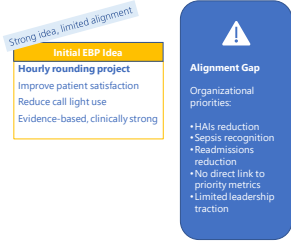
Hourly rounding project

Improve patient satisfaction
Reduce call light use
Evidence-based, clinically strong



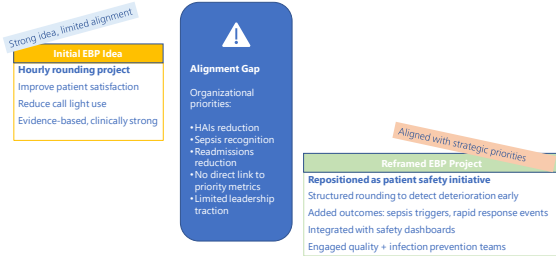
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Example: When a Strong EBP Idea Didn't Initially Align



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Example: When a Strong EBP Idea Didn't Initially Align



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Communication & Dissemination

- On-Going Considerations**
- >Maintain project plan, including timeline & responsibilities
 - >Ensure appropriate team & impacted groups are involved
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[illegible][illegible]

```

graph TD
    A[研究目的] --> B[研究問題]
    B --> C[研究設計]
    C --> D[定量的研究]
    C --> E[質的研究]
    D --> F[データ収集]
    D --> G[データ分析]
    E --> H[インタビュー]
    E --> I[観察]
    F --> J[結果の解釈]
    G --> J
    H --> J
    I --> J
    J --> K[結論]
  
```

Figure 1 illustrates the research methodology, structured as a flowchart. The process begins with the **研究目的** (Research Purpose), leading to the **研究問題** (Research Question). This is followed by the **研究設計** (Research Design) phase, which branches into two main approaches: **定量的研究** (Quantitative Research) and **質的研究** (Qualitative Research). The quantitative path involves **データ収集** (Data Collection) and **データ分析** (Data Analysis). The qualitative path involves **インタビュー** (Interview) and **観察** (Observation). Both paths converge at the **結果の解釈** (Interpretation of Results) stage, which finally leads to the **結論** (Conclusion).



- [illegible]



Gregor Mendel (1822–1884)



- 1865 Presented at the Natural History Society of Brno in Germany to an audience of 40 people
- 1866 he published his findings in a small local journal with limited circulation
- His paper was cited only 4 times from 1866 to 1900

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Why Dissemination Matters



- Spread of evidence-based practice
- Organizational learning & sustainability
- Nurses as knowledge leaders
- Reduced duplication & faster practice change

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3 Principles of Effective EBP Communication

Repeat & Reach:

- Multiple channels
- Repeat 3–6 times
- Match message to audience

Time It Right:

- Avoid holidays / high workload periods
- Align with readiness to act

What are we trying to say?

Who needs to hear it?

How often should we say it?

What's the best way?

Be Transparent:

- Share wins and challenges
- Builds trust and credibility
- Encourages feedback

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Dissemination

INTERNAL

Grand Rounds
Intranet
Private Social Media
Accounts
Newsletters
Lunch-n-Learns
Huddles
Executive Summaries
Journal Clubs
Staff Meetings

EXTERNAL

Peer-reviewed articles
Conference podium
Non-peer reviewed
articles
Conference poster
Book chapters

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Dissemination Plan

- Purpose
- Message
- Audience
- Timing
- Methods



Dissemination Plan

- Purpose

The purpose drives all other elements of communication
It clarifies what we are trying to achieve
- Message
- Audience
- Timing
- Methods

Dissemination Plan



	Purpose	The purpose drives all other elements of communication It clarifies what we are trying to achieve
	Message	Why the change is needed What is changing in practice, what is the expected impact on workflow
	Audience	
	Timing	
	Methods	

Dissemination Plan



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Dissemination Plan



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	Message	Why the change is needed What is changing in practice, what is the expected impact on workflow
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	Timing	Occurs before, during, and after implementation. Timing is critical to consider
	Methods	Multiple methods ensure the message is received and retained Includes formal and informal communication channels.

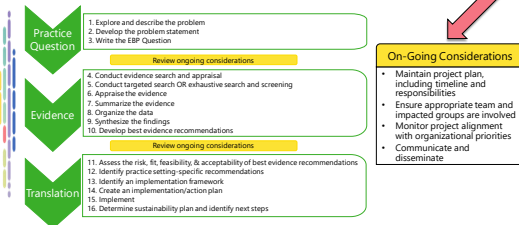
Framework



P	Purpose	Why are things changing?
	Picture	Share a clear vision of the outcome
	Plan	The plan and path to the new state
	Part	What role they will play

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Ongoing Considerations



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Questions?



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