

Organizational Readiness



Exploring and gaining an understanding of barriers and facilitators to change before pursuing learning circles creates a foundation for effectively managing the adoption and sustainability of collaborative learning and reflective practice.

There are numerous organizational readiness assessment frameworks readily available. It is important to choose and adapt a readiness assessment tool to fit your context and identify the parts or components of readiness that address the needs of key stakeholders.

The readiness assessment is intended to help explore the current state and identify strategies and supports required for the successful implementation of learning circles well ahead of introducing any change.

The following is an example of a readiness assessment adapted from a framework developed by the National Implementation Research Network (NIRN)¹

	Organizational Level	Site/Facility Level	Unit/Team Level	Individual Practitioner Level
Need: Have LC goals and objectives been identified?				
Fit: Do learning strategies (collaborative learning and reflective practice) address practice and service priorities?				
Resources & Supports: Are resources (e.g. space, staffing, facilitation) to implement and maintain LCs authorized?				
Evidence: Are LC benefits and expectations clearly identified?				
Readiness for Replication: Is there expertise in LC facilitation and coordination?				
Capacity to Implement: Is there willingness to operationalize the LC model beyond a pilot?				

(3) Yes-Fully ready; (2) Somewhat- Partially ready; or, (1) No-Not ready at all

¹<http://nirn.fpg.unc.edu>

