Tips for Facilitators:

Ongoing Implementation Coaching

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As you move into the coaching stage of the Toolkit, your focus shifts to maintaining progress and managing transitions. Building a sense of community and confidence is key for creating a team that's ready to take on leadership and drive change.

Stay Focused and Aligned

Revisit your action plan to clarify roles. When responsibilities are clear, it builds confidence and accountability within the team.

Foster Resilience to Overcome Challenges

Expect some bumps along the way. When challenges come up, support the team in problem-solving. Refer to the action plan for guidance and remind them that overcoming obstacles will help build their resilience and optimism.

Set Clear Expectations for Role Changes

Let the team know early on how your role will shift over time. Explain that you'll gradually step back while still being available for support in a less formal way. As a facilitator, you're there to help problem-solve, encourage the team, and maintain some structure and accountability as they take on more leadership.

Plan the Path Ahead

Agree on how often the team will meet and what kind of support they'll need moving forward. Effective coaching means gradually giving more leadership to the Implementation Team.

Succession Planning

Work with the Implementation Team to identify a new leader who has the time and ability to guide the project to completion. If someone is changing roles, consider whether this task is the right fit for them. Focus on finding a leader who can ensure the project's success in the long term.

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CIHR IRSC Canadian Institutes of Health Research / Instituts de recherche en santé du Canada

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