

■ **TASKS: DEVELOP HEALTHCARE TEAM VISION FOR CONTRACEPTIVE CARE**

With a greater understanding of current practice and areas for improvement you developed from a review of the CAP Organizational Assessment results, the Senior Team and/or Improvement Team moves forward by developing a vision for contraceptive care in the selected practice setting using the worksheet provided on the next page.

The vision should address identified gaps and be framed by the outcomes you want to achieve by improving access to contraceptive care, especially LARC methods. Some of these outcomes might include: improving birth outcomes, reducing unintended pregnancy and abortion rates, expanding access to preventive care to include contraceptive care, ensuring that evidence-based guidelines are implemented across all services – including contraceptive services, improving the quality of our services, providing a set of services that better address client and community needs, and improve access to preventive healthcare services.

The vision you develop for this section will ultimately guide future activities to redesign clinical processes to make the vision come alive at the point of care.

■ **TOOLS AND ASSIGNMENTS**

*Worksheet 3.1 – Developing A Vision for Contraceptive Care*

*Fact Sheet 3.1 – Developing a Vision for Contraceptive Care*

■ **DEVELOPING A VISION FOR CONTRACEPTIVE CARE**

Using notes from the review of the CAP Organizational Capacity Assessment results in the previous assignment develop a DRAFT Vision for contraceptive care at your agency using the table below. Start by recording your desired outcome, consider each key component of a vision statement and then draft your contraceptive care vision statement in space provided in the table below. Finally, review your vision statement using the questions provided at the end of the worksheet.

**Start here** by recording what you want to achieve by implementing or enhancing access to contraceptive services, especially LARC methods.

Key Components of a Vision Statement	Answer the Question in space provided
Necessity of change	Why is the change necessary?
Clear benefits	What are the benefits of the change for clients the agency?
Behaviors	What are the specific behaviors that must be exhibited in the future state?
Attitudes	What are the attitudes that are desired in the future state?

**Record your Vision for Contraceptive Care here:**

**Review Your Vision Statement – Is it:**

- Aligned: Is our vision aligned with the overall strategic vision of the organization?
- Understandable: Is our vision statement written in clear, understandable language for all our stakeholders?

## ■ DEVELOPING A VISION FOR CONTRACEPTIVE CARE

A vision paints the picture of the preferred future. It creates urgency and draws people in. Only if you have a vision of the future can you create the future. Staff members who have a vision that guides the direction of the change have a reason to take action to make change a reality.

An effective vision should be:

- Exciting yet feasible. Should create passion in the members of the workforce, yet be practical, realistic, and attainable.
- Global, yet personal. Must be a unifying statement, yet compellingly meaningful to every individual.
- Focused, yet flexible. Must be specific enough so that direction can be understood, yet general enough to accommodate individual initiative and adjustment to changing conditions.
- Practical, yet optimistic. Must be candid about necessary sacrifices, but create a commitment to a better future.

**For any major change to happen it must be tethered to both a strong desire for change and an internalized belief for the need for change, otherwise, it is unlikely to occur. Shared vision and staff consensus appear to be key elements in facilitating organizational change.<sup>10</sup>**

<sup>10</sup>Bleser, K. MSPH, et.al., "Strategies for Achieving Whole-Practice Engagement and Buy-in to the Patient-Centered Medical Home" *Annals of Family Medicine*, Vol. 12, No. 1, January/February 2014 ([www.annfammmmed.org](http://www.annfammmmed.org))

# DEVELOP IMPLEMENTATION PLAN

## ■ TASKS: EXAMINE “HOW BIG” IS THE PROPOSED CHANGE, DEVELOP CAP IMPLEMENTATION PLAN AND ASSESS PROGRESS IN PHASE

Understanding your team members’ perceptions about “how big” a change is can assist the team in understanding where they may have to focus more of their energy and attention during the change process.

Once team members have completed the Section #4 worksheet that asks them to rate the magnitude of the change, have them review their responses with all team members.

Consider using the questions provided below to guide your conversation to facilitate review of team responses. Record highlights from the conversation in the table provided within the worksheet.

- What stood out for you as you completed the worksheet?
- What surprised you?
- What didn’t surprise you?
- What are we concerned about?
- What does this mean for where we need to focus more attention as we move forward through the phases of implementation?

Areas identified as “Big Changes” should be addressed with specific and focused activities when you develop your CAP implementation plan for Assignment #6.

## ■ TOOLS AND ASSIGNMENTS

*Worksheet 4.1* – “How Big” is the Proposed Change

*Worksheet 4.2* – CAP Implementation Plan

*Assessment Tool 4.1* – Phase 1 Assessment of Progress