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# Welcome

We will begin promptly at 12:05

Webinar 1: Getting the conversation started

Webinar 2: Building a plan

Action Planning and Implementation Webinar Series

Webinar 3: Keeping the Action Active

Webinar 4: How did it go? Evaluation of your implementation

Please introduce yourself in the chat

- Your Name
- Your Role
- Your Organization

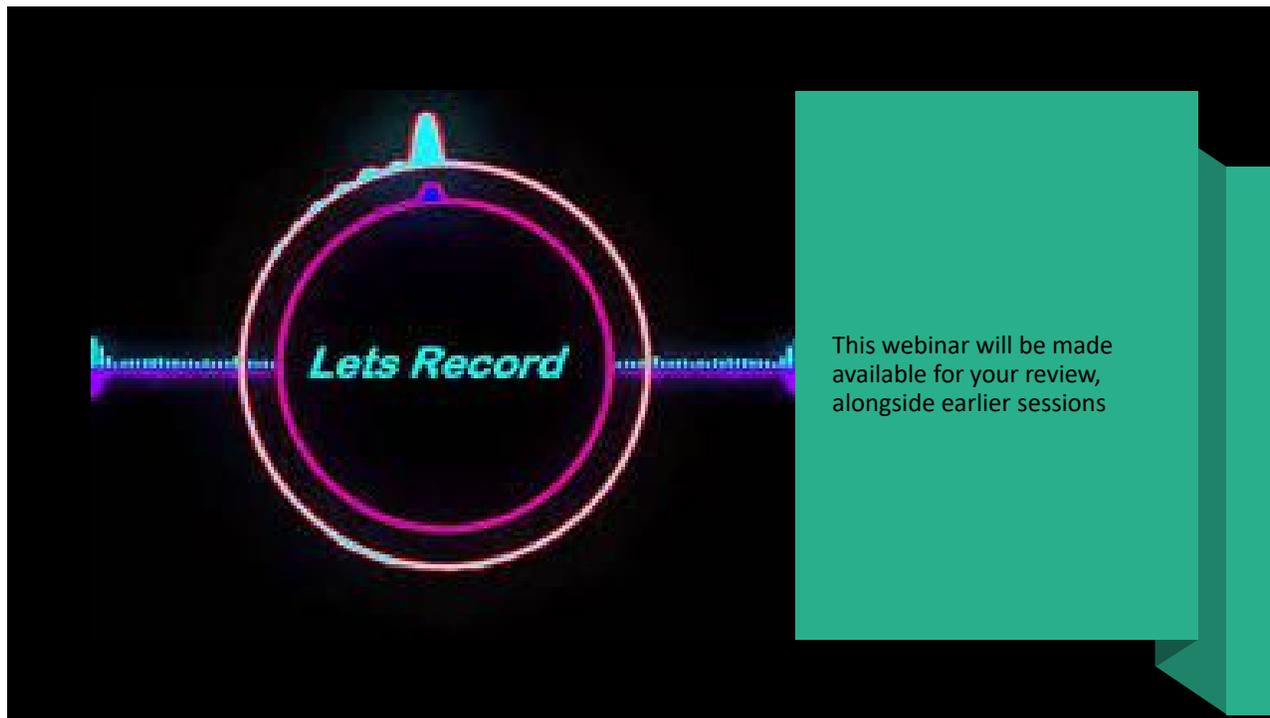
To access the WebEx Chat:

1. Scroll across the bottom of the screen.
2. Click the "speech bubble" at the bottom of the screen.
3. In the dropdown box, select **Everyone**.

Webinar 3: Keeping the Action Active



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Lets Record

This webinar will be made available for your review, alongside earlier sessions

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Webinar 1: Getting the conversation started

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**Action Planning and Implementation Webinar Series**

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**Action Planning and Implementation Webinar Series**

Webinar 3: Keeping the Action Active

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## Moment of Reflection

- Everyone here today is working to make this a better world, a more just world.
- Let's take a moment to recognize the weight of the moment that we are in and to think about what we will do, individually and collectively, to make change happen.
- Join us for a minute of silent reflection.
- **Why do you do this work? What brings you the strength to keep going?**
- **Share some inspiration in the chat.**

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### Webinar 3: Keeping the Action Active

#### Webinar 3 Objectives

Participants will be able to:

- Identify potential barriers in the active implementation of a plan
- Understand and use strategies that can be used to address barriers
- Recognize how to assess and improve levels of interest and engagement over time
- Develop strategies for communication throughout the process of implementation

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**Implementing the Plan Developed**

As the goals of the implementation plan are actively being pursued, needs may change, focus may shift, and concerns may drift from where they began

It is important to stick with the plan established, but also to be responsive to concerns that are raised and prepare to learn from barriers

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**Potential Challenge: Communication**

- When employees are investing their time and energy in an initiative, there is an expectation that they will contribute to a change
- Each group may become focused on their separate tasks and only discuss efforts within the group
- Initial excitement and motivation waxes and wanes, and regular conversations may start to become more infrequent

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## Strategies: Communication

- It is important to let all participants know about shared progress or of any updates, and to make sure that all who are involved are regularly informed
- It is equally important to regularly check in and gather input from those involved as they inform emerging needs or share achievements



Please share a strategy that has helped you ensure ongoing communication with those who are working towards similar goals  
Answer in the chat

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## Potential Challenge: Coordination and Cohesiveness

- If smaller sub-groups, workgroups, or task forces have been formed to focus in on each implementation area, the focus can be explored in depth by those invested in addressing it.
- To improve an integrated work environment, there is *also* a need to maintain awareness of the cohesive framework or plan to address the change as a whole

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## Strategies: Coordination and Cohesiveness

Throughout the process:

- Consider regularly reconvening all subgroups in a larger forum where updates can be shared
- Create a centralized group of liaisons from each section to facilitate collaborative processes, learn about and share other groups' activities
- Consider a shared template where updates, questions, or accomplishments can be shared
- Ensure that groups come together prior to the final stages of implementation---refer back to the timeline of your established plan.

What is the "meeting culture" of your organization?  
How frequently can you bring people together?  
Every week, every month, every quarter, twice a year?

Answer in the chat function.

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## Potential Challenge: Investment and Motivation

- While excitement about an initiative may peak at the start, sustaining the buy-in can be difficult, especially as new frustrations arise
- Some may find it more difficult to see the benefit of their invested time and energy
- When working in smaller groups, achievements may feel smaller, or seem to have less impact

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## Strategies: Investment and Motivation

- Refer back to the larger plan as a reminder of how each part of the initiative contributes to meaningful and robust change
- Explore team-building or energy-boosting activities---these can be quick, but fun
- Recognize individuals' contributions, and offer opportunities that build leadership and allow participants to build on their strengths

**Example**

"I noticed you have a real knack for graphics. Would you be interested in taking charge to create the flyer that shares our latest accomplishment?"

**Other Examples?**  
Please share in the chat function.

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## A Closer Look at Keeping the Action Active: A Conversation with Ivanna Bond

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## Ivanna Bond

NYC Peer Workforce Coalition

<https://www.peerworkforcecoalition.org/>

Ivanna is an experienced nonprofit professional with graduate-level education (MA) experience and nonprofit business management skills, seeks to use 8+ years' experience in strategic fundraising (individual & corporate gifts, annual fund, donor research, CRM management, etc.) to advance the mission of a growing and progressive nonprofit organization.



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## What are you going to do???

- Throughout this webinar series, you've heard lots of examples of individuals and organizations working to make change.
- What change are you going to implement at your organization, in your work?
- Be bold! And share your ideas in the chat function.

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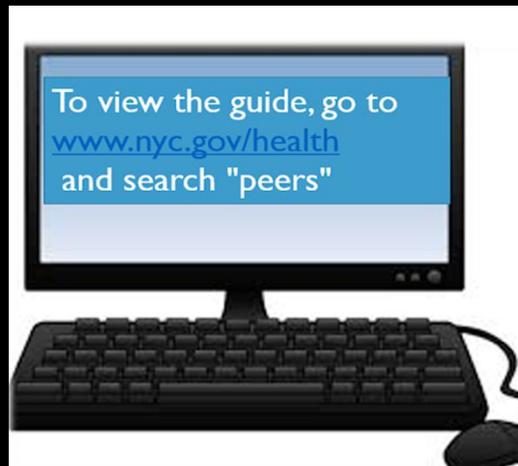
# Thank you!

## For more information

Refer to the Action Planning and Implementation Guide of the NYC Peer and Community Health Worker Workforce Consortium

## More Questions?

Contact  
peerconsortium@health.nyc.gov



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# Reminder

Join us for the next webinar in the series

Webinar 4:  
How did it go?  
Evaluation of your  
Implementation



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