



Reclaiming Social Work

Steve Goodman

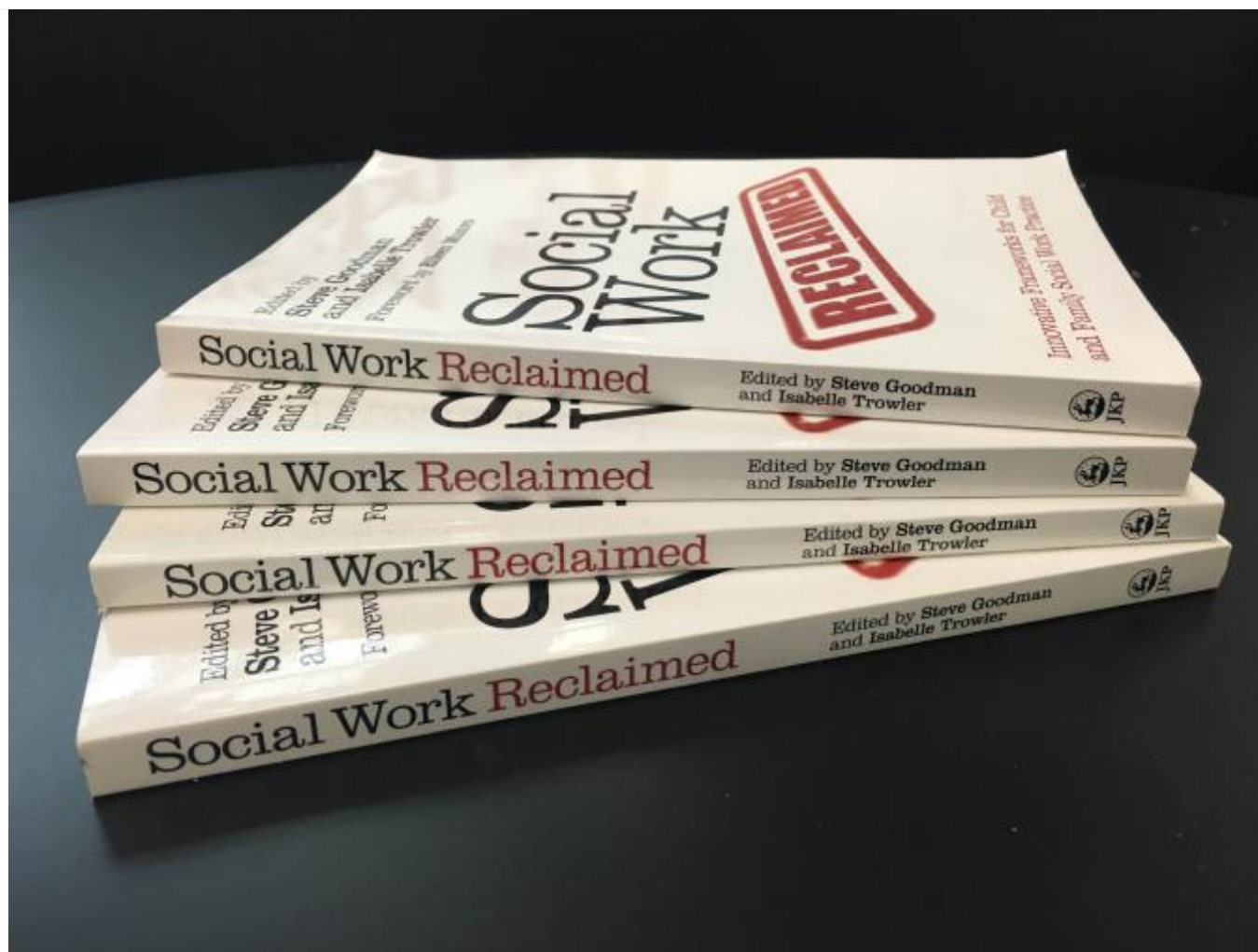
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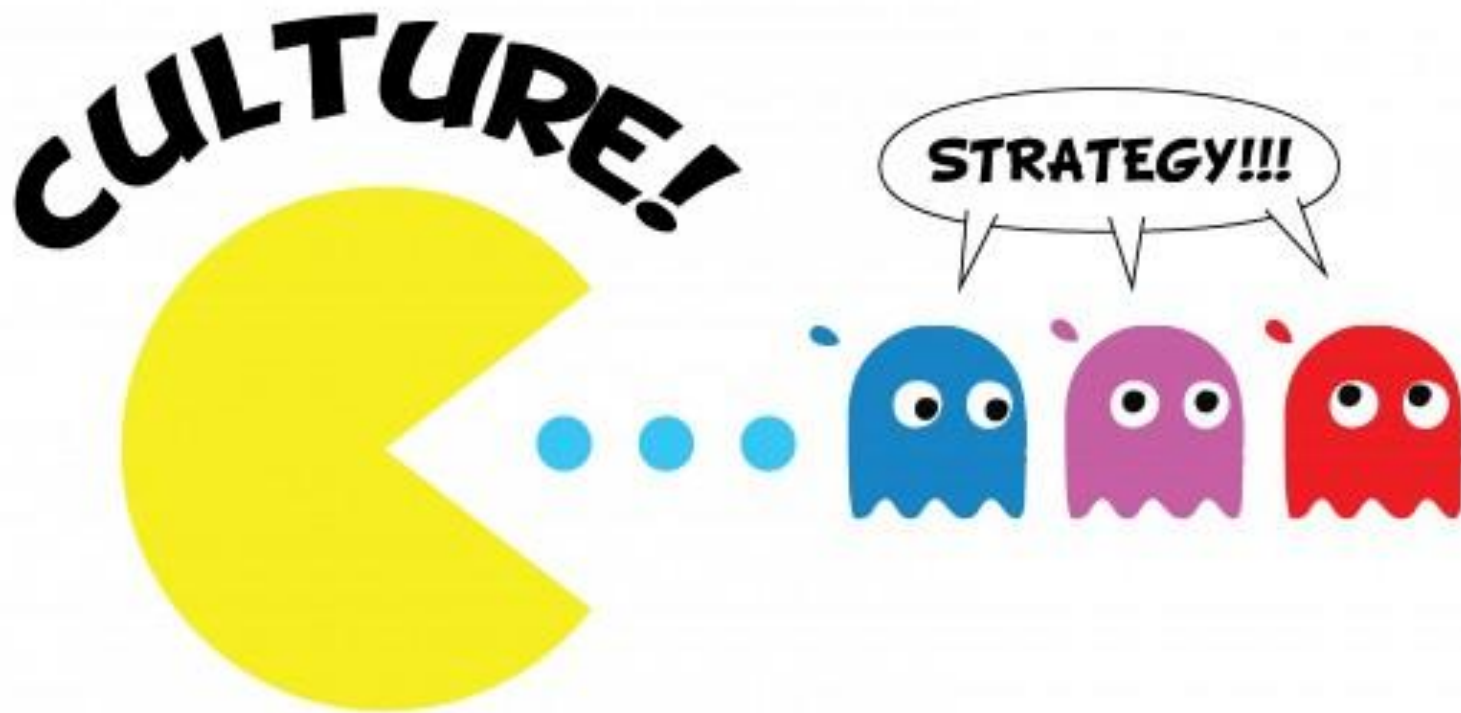


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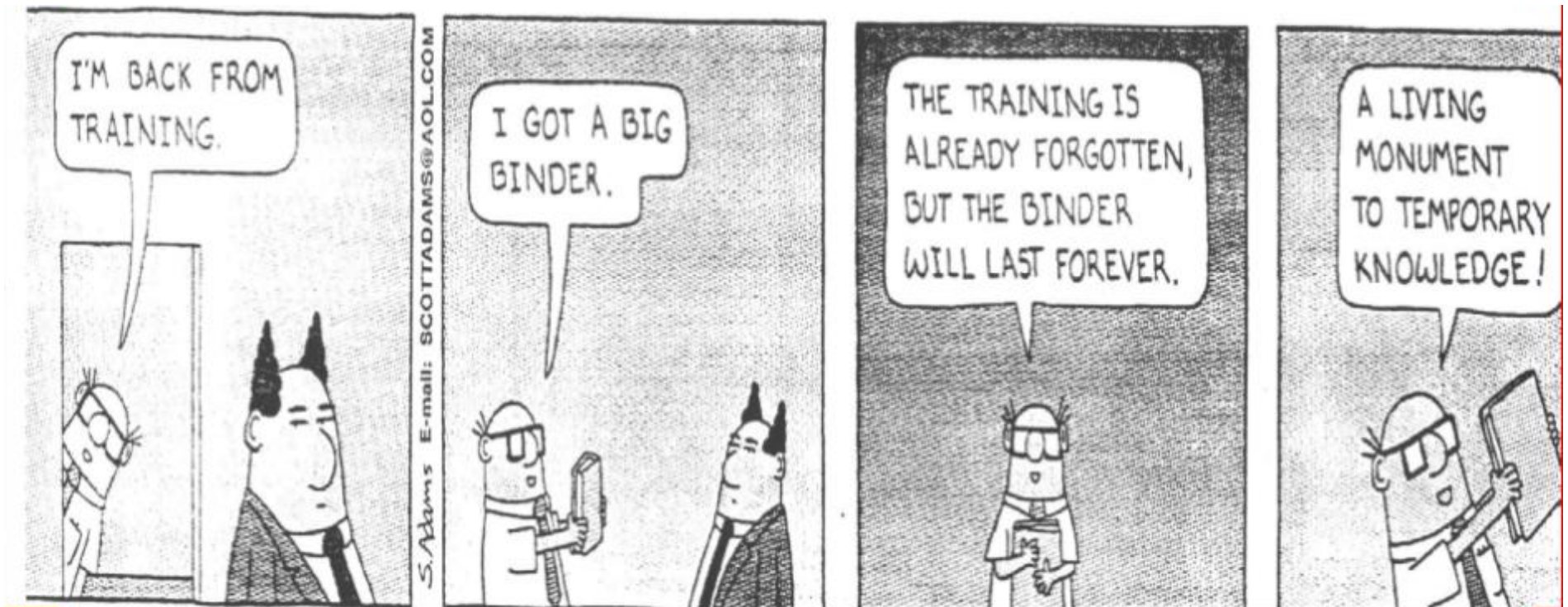
- Values
- Systemic social work approaches
- Attracting and retaining high quality staff
- Unit approach
- Organisational support
- Some results



Culture eats strategy for breakfast, dinner and tea



WHY DOES IMPLEMENTATION MATTER?





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Core Implementation Components **(integrated & compensatory)**

- Recruitment & selection
- Preservice & inservice training
- Ongoing coaching & consultation
- Staff performance assessment
- Decision support data systems
- Facilitative administration
- Systems intervention

(Fixsen, et al, 2009)



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Why bother?

- Mostly importantly, because even if the intervention or practice has been demonstrated to be effective by research, if it is not implemented properly or without sufficient fidelity to the established model...

IT WILL LIKELY FAIL.



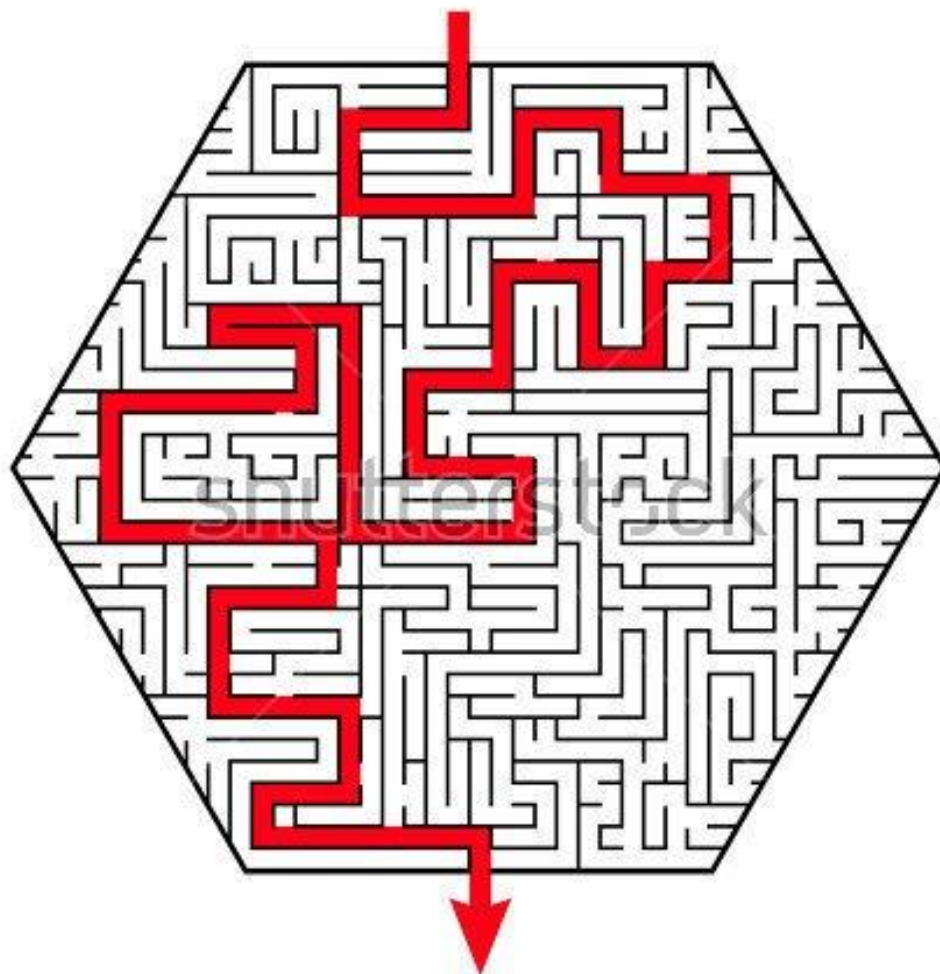
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"You have to find something that you love enough to be able to take risks, jump over the hurdles and break through the brick walls that are always going to be placed in front of you. If you don't have that kind of feeling for what it is you're doing, you'll stop at the first giant hurdle."

- George Lucas