

# Using Readiness and R=MC\*2 to promote implementation in a healthy coalition project and police-community partnerships

Jonathan Scaccia

Abraham Wandersman

Lauren Hajjar

Saleema Moore

Kassandra Alia

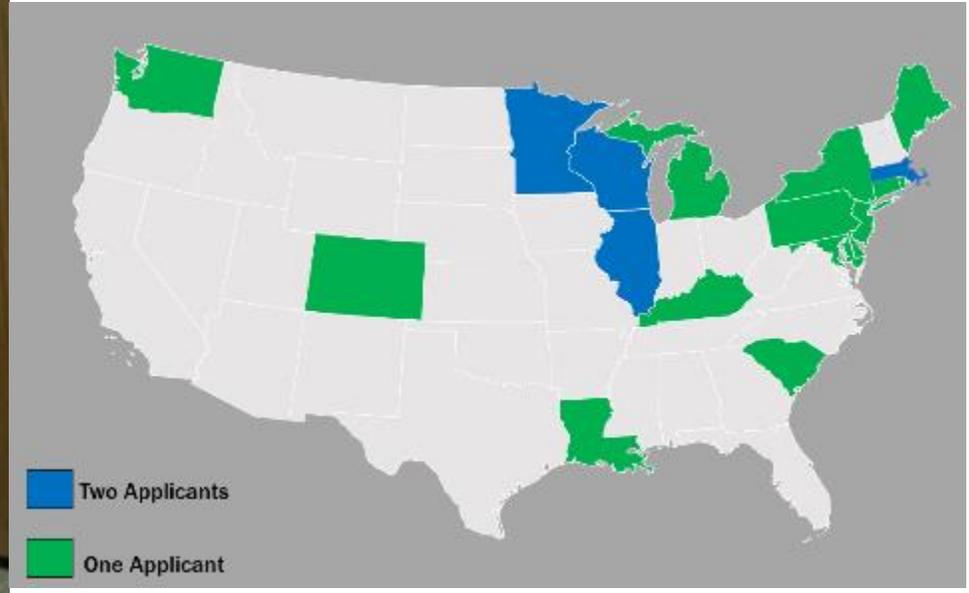
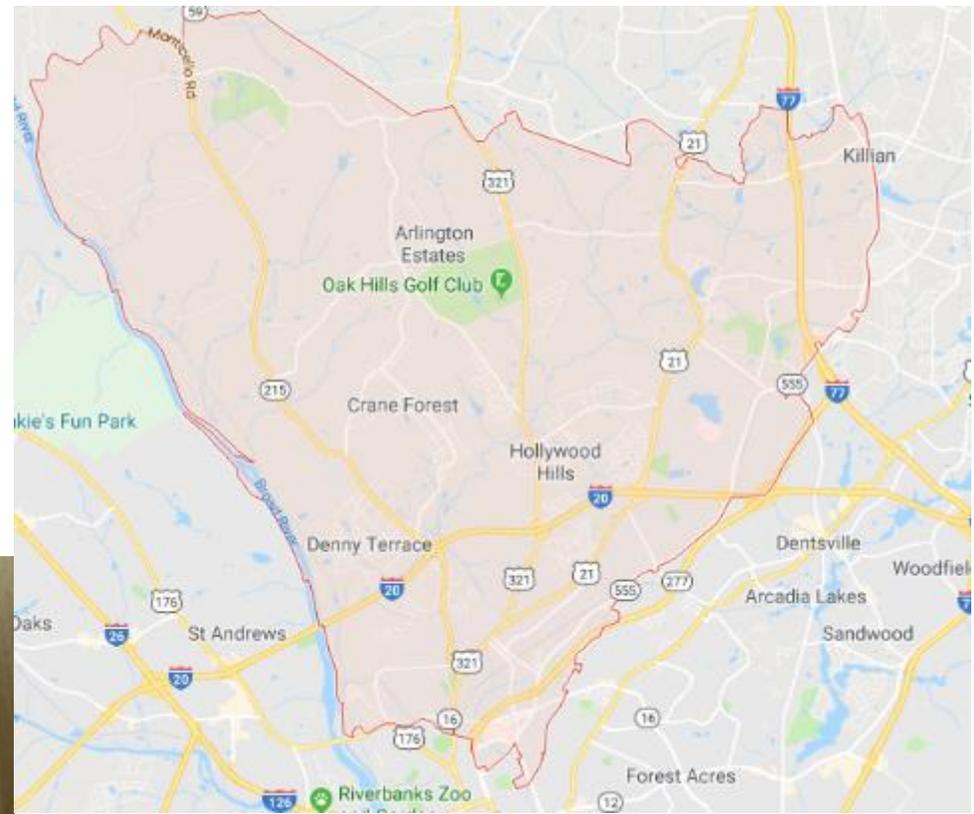
September 27, 2018

Readiness Building Systems

# Exploring the intersection of readiness and RC



Readiness Building Systems



# A Heuristic

*Readiness<sub>i</sub> =  
Motivation<sub>i</sub> x General Capacity x  
Innovation-Specific Capacity<sub>i</sub>*

$$R = MC^2$$



# R=MC<sup>2</sup> Definitions

- **Motivation:** Degree to which we want the innovation to happen, given all priorities
- **Innovation-specific capacity:** The human, technical and fiscal conditions important to the successful implementation of a particular innovation.
- **General capacity:** Pertains to aspects of organizational functioning (e.g., culture, climate, staff capacity, leadership)

**Organizational Readiness:** *The extent to which an organization is both **willing (motivation)** and **able (capacity)** to implement a new innovation (program, practice, policy), such as integrated care*

(Scaccia, Cook, Lamont, Wandersman, Castellow, Katz, & Beidas, 2015)

$$R = MC^2$$

## General Capacity

Leadership  
Culture  
Climate  
Staff Capacity  
Structure  
Innovativeness  
Resource  
Allocation



## Innovation-Specific Capacity

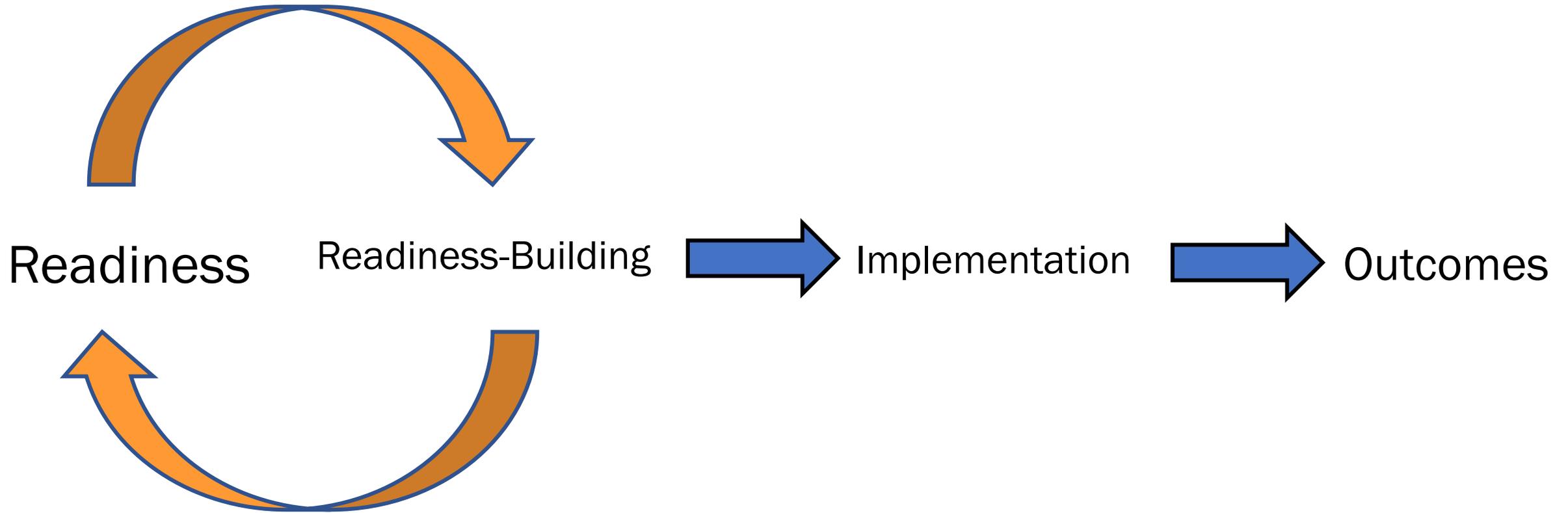
Knowledge and  
Skills  
Supportive Climate  
Champion  
Interorganizational  
Relationships  
Intraorganizational  
Relationships



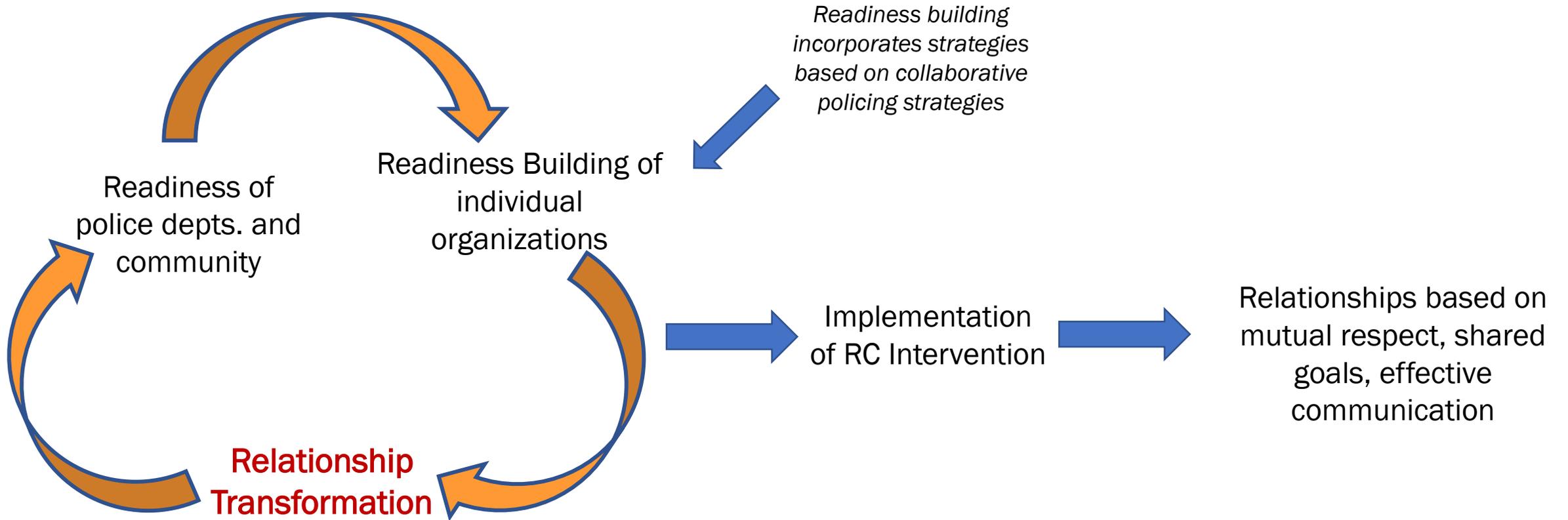
## Motivation

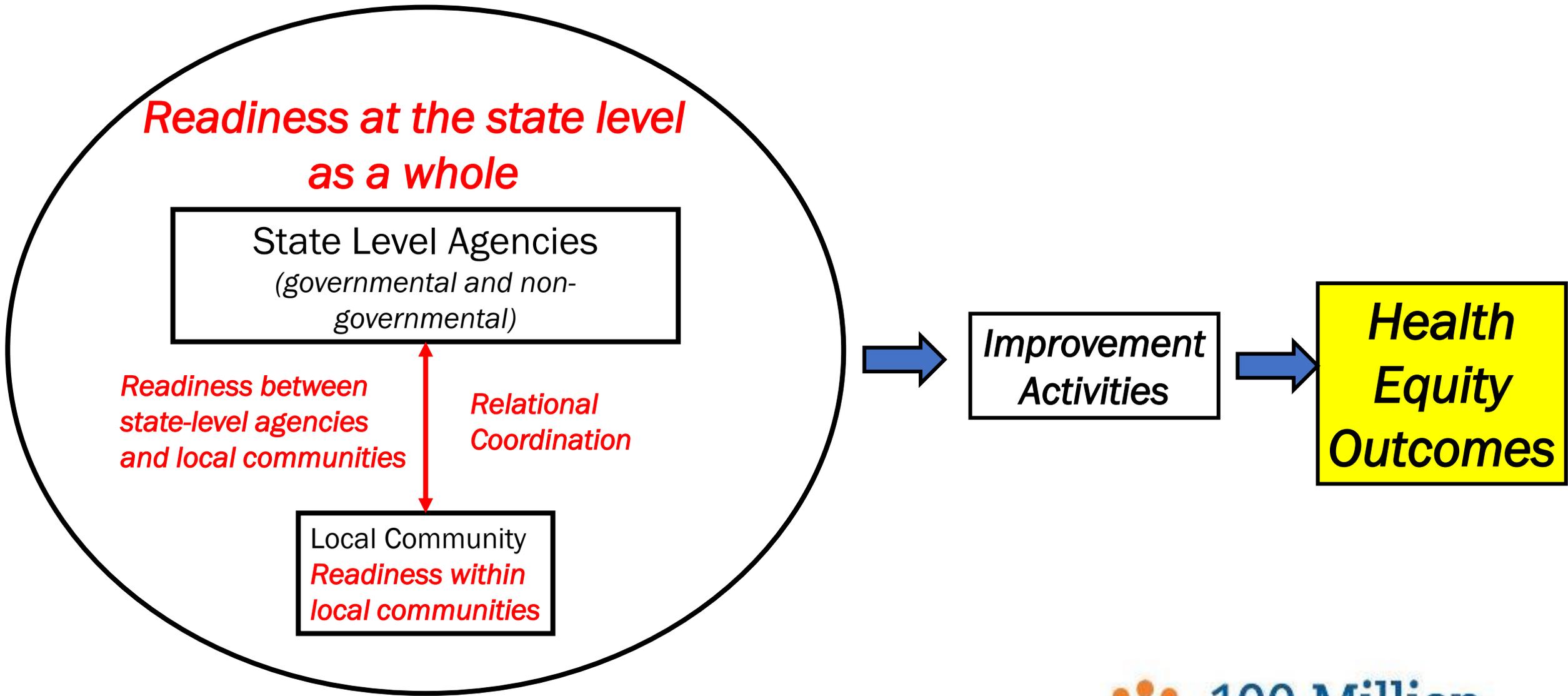
Compatibility  
Priority  
Complexity  
Relative Advantage  
Ability to Pilot  
Observability  
Joy\*

# Readiness for Implementing an Innovation



# Readiness for Collaboration in Police-Community Relationships





# States of Solution



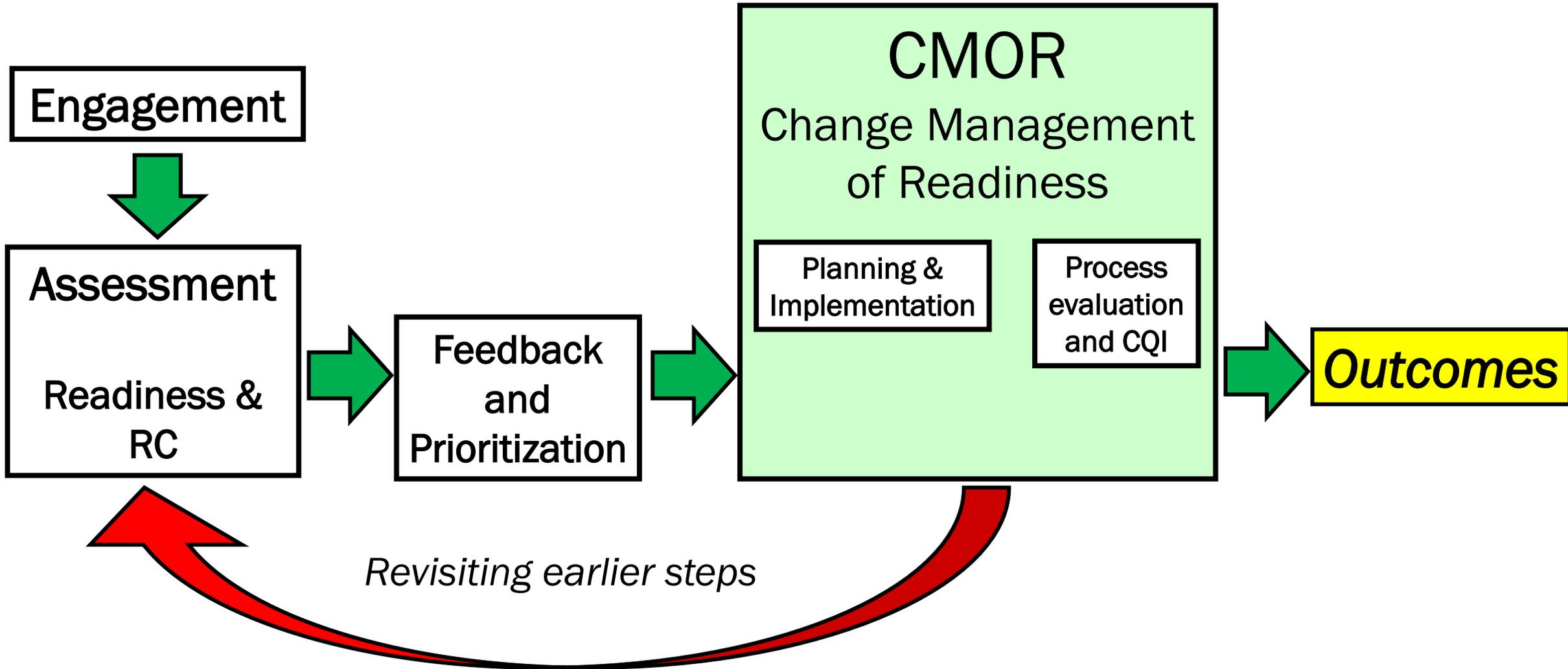
100 Million Healthier Lives

- **Process Questions**

- How to state-level stakeholders interpret and use RC data for health equity planning?
- What is the utility of using RC in community-transformation efforts?
  - If effective, how can use of RC be scaled in other state-level health equity efforts?
- How can a joint *readiness-RC* model contribute to community-transformation efforts?

- **Outcomes**

- What characteristics of relationships with states are related to readiness for health equity?
- What characteristics of relationships with states are related to health equity plan quality?
- How does participation in States of Solution lead to changes in RC?



# Thanks!

**SERVE**  **CONNECT**

 **100 Million  
Healthier Lives**

---

CONVENED BY  Institute for  
Healthcare  
Improvement



Robert Wood Johnson  
Foundation

Readiness Building Systems