



## How to maximize health department performance— **ORGANIZATIONAL CULTURE**

### **Innovation and New Methods**

- EBDM training that includes new methods
- Management-supported creation of environments conducive to innovation
- Value employees for their diversity and unique perspectives they bring to the organization

### **Access and Free Flow of Information**

- Ready access to high-quality information
- Knowledge management systems—making resources easily accessible, up-to-date, and user friendly
- 360° employee performance reviews geared to EBP with feedback

### **Orientation Towards Learning**

- Transitioning from a “culture of doing” into a “thinker-doer culture”—allowing more time for the steps of EBDM and encouraging employees to balance thinking and doing, rather than just doing
- Collaborative project management teams that are multidisciplinary and diverse



**Administrative Evidence-based Practices (A-EBPs) are agency-level structures and activities that a LHD can put into place that have been shown to improve performance.**

## **SUCCESS STORIES**

- ♦ Emphasizing the importance of innovation leads to the use of new methods.
- ♦ Safe environments that encourage employees to share ideas and admit error lead to increased implementation of new methods and greater financial performance.

## **TOOLS & RESOURCES**

1. Health and Safety Executive. A brief summary of Plan, Do, Check, Act. <http://www.hse.gov.uk/managing/plan-do-check-act.htm>
2. Partners in Information Access for the Public Health Workforce. <http://phpartners.org>
3. NACCHO Health IT Resources Map. <http://naccho.org/topics/infrastructure/informatics/hitmap/index.cfm>
4. National Collaborating Centre for Methods and Tools. Evidence-Informed Public Health. <http://www.nccmt.ca/eiph/index-eng.html>
5. LEAD Toolkits and Resources. [http://prcstl.wustl.edu/ResearchAndFindings/Documents/LEAD-PH\\_ToolkitsResources.pdf](http://prcstl.wustl.edu/ResearchAndFindings/Documents/LEAD-PH_ToolkitsResources.pdf)

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