



DBT Therapists' Experiences of Participating in a Coordinated National Implementation Project

Presenters

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DBT Implementation Research

A number of studies including Swales et al., 2010, 2012, 2014; Swenson, Torrey & Koerner, 2002; Carmel, Rose & Fruzzetti, 2013, Ditty, 2013, Harned et al. 2015

■ Facilitators

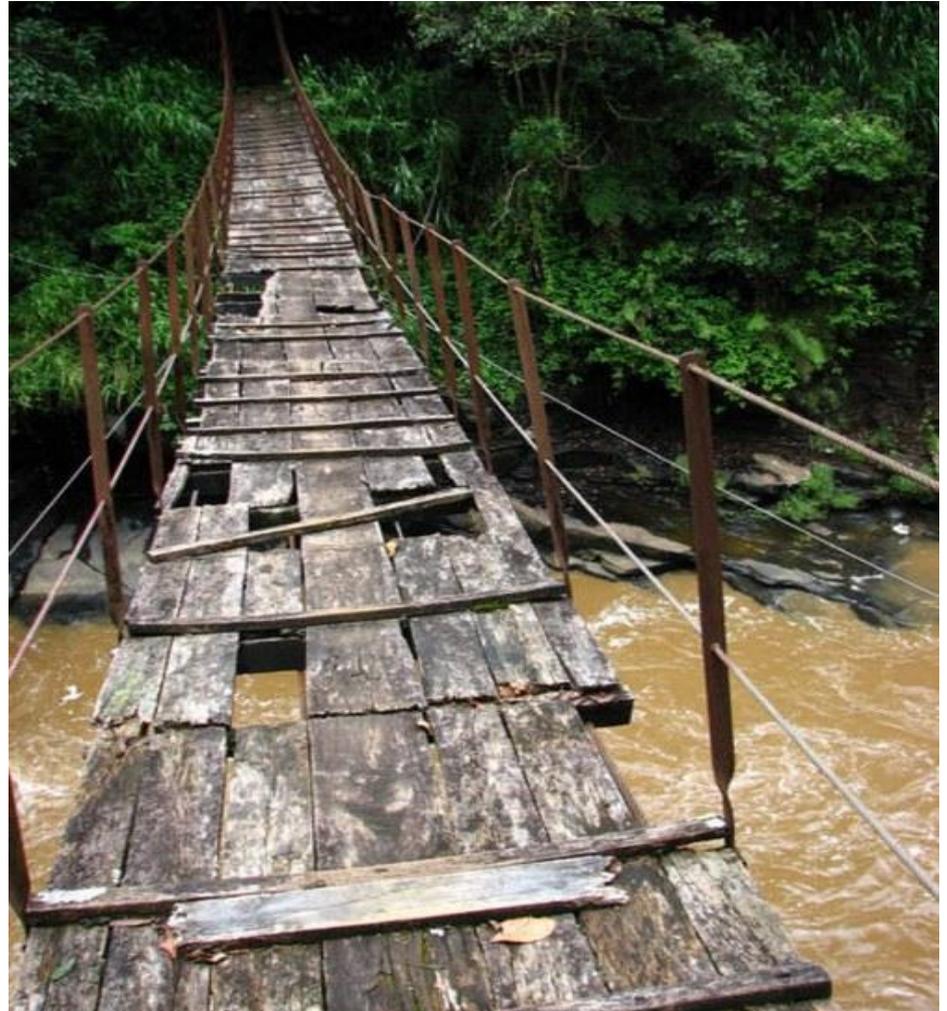
- treating the system
- investment from clinical administrators
- Team cohesion, communication and supervision

■ Barriers

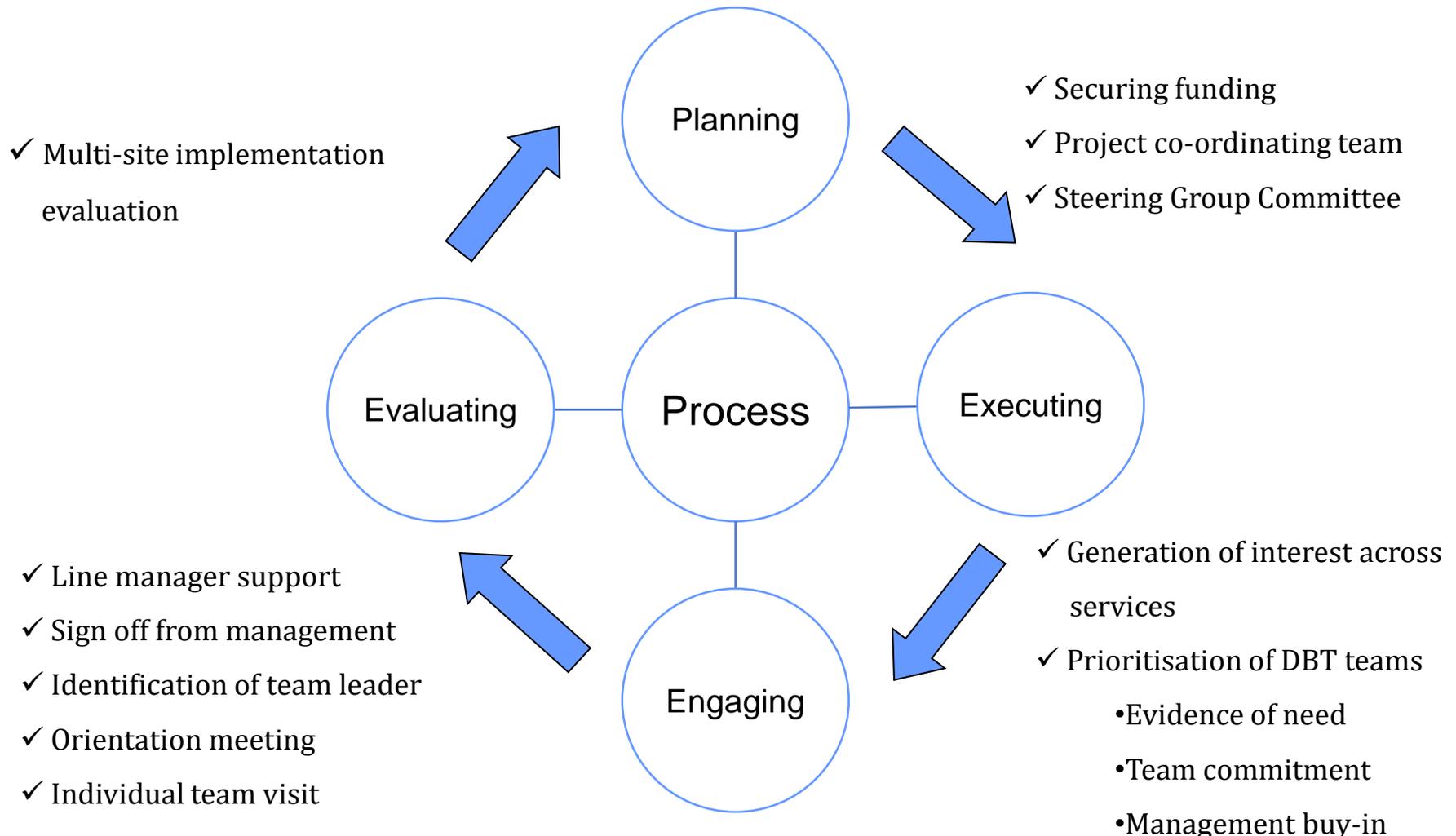
- lack of organisational support
- absence of management support
- funding difficulties
- Staff selection and turnover
- insufficient resources

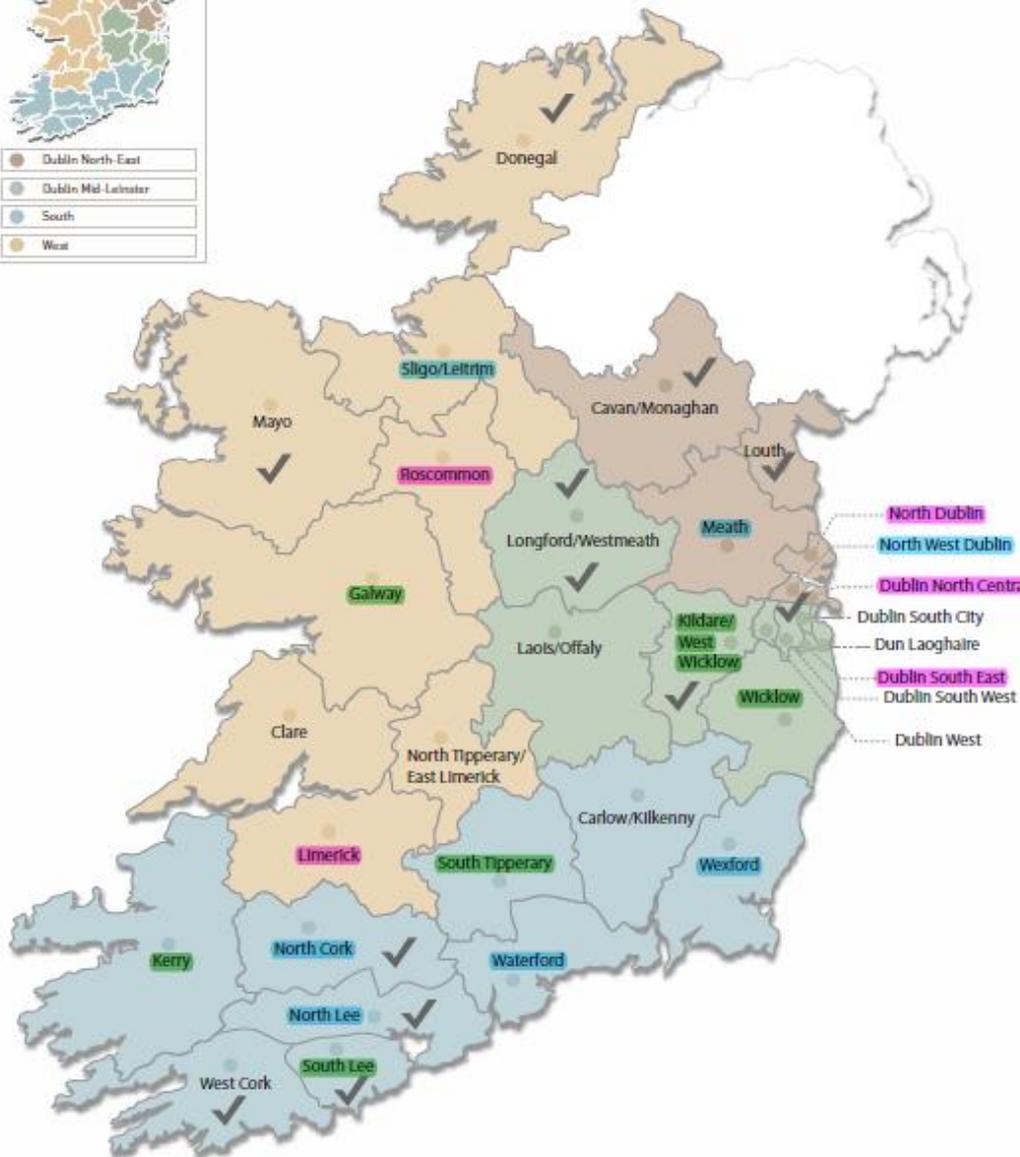
Implementation science

Having a structure does not guarantee it will be easy..... but it helps.



Consolidated Framework for Implementation Research (CFIR; Damschroder et al. 2009)

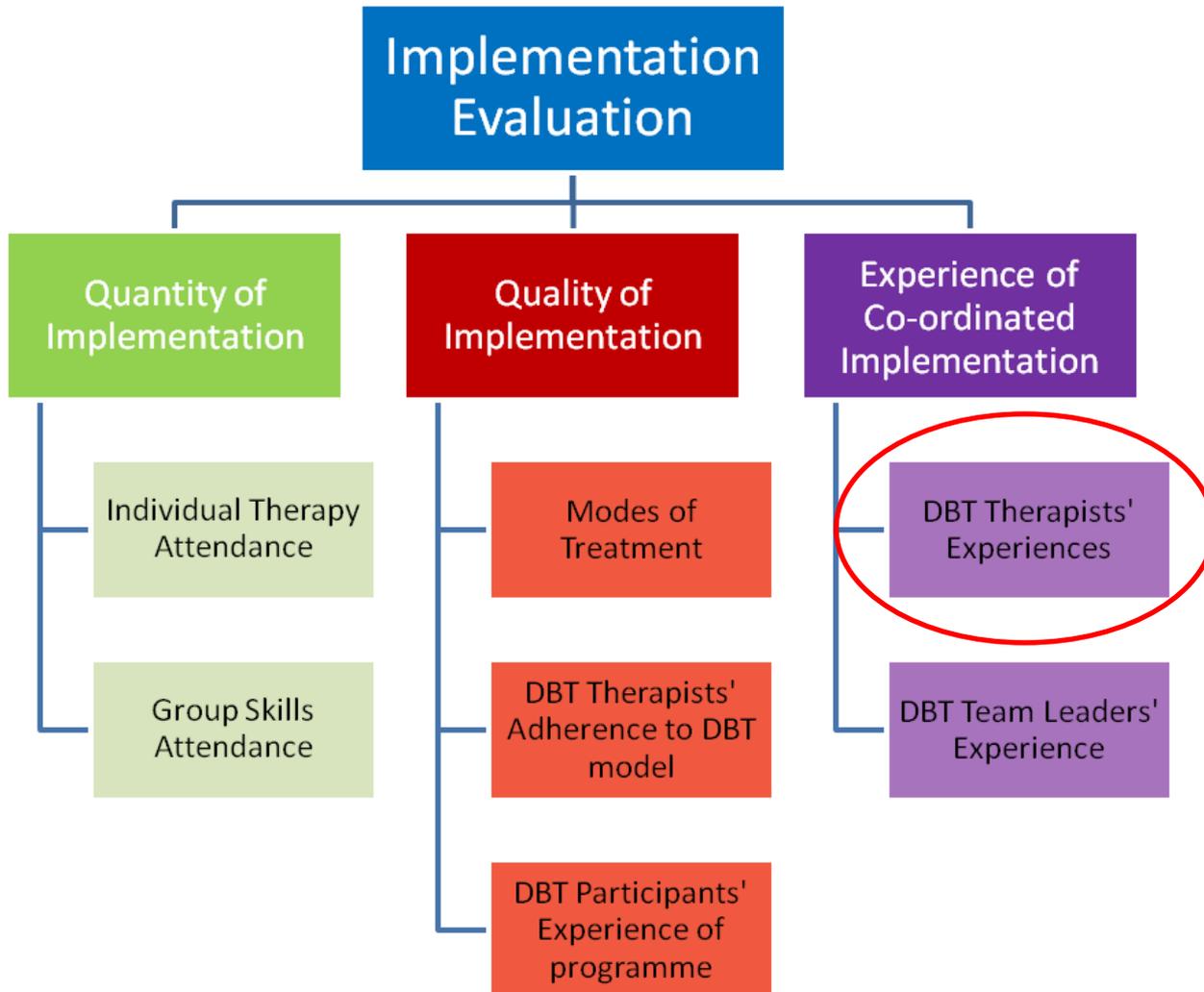




- = National DBT Project Teams (Year 1)
- = National DBT Project Teams (Year 2)
- = National DBT Project Teams (Year 3)
- ✓ = Teams Existing Prior to Project

23 teams = 13 adult teams and 10 child & adolescent teams

Multi-site Implementation Evaluation



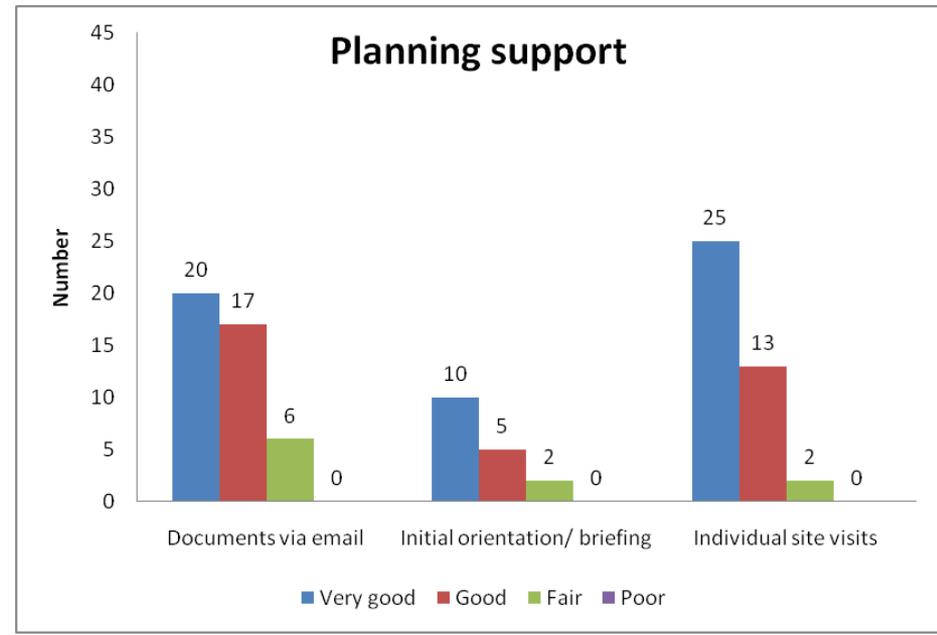
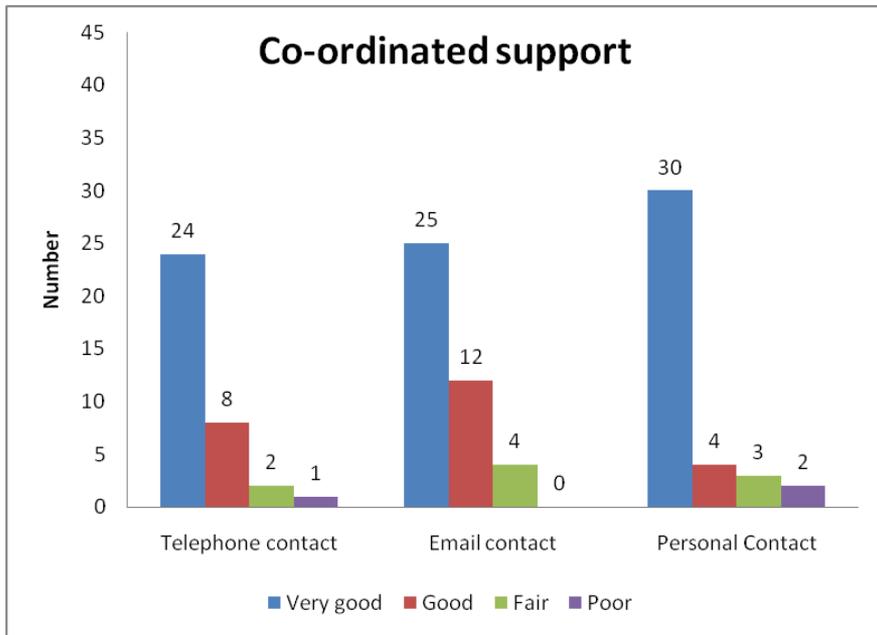
Method

- Measures
 - ❖ Survey developed by research team examining the following topics:
 - Experience of co-ordinated implementation
 - Training
 - Supervision
 - Barriers and challenges to local implementation

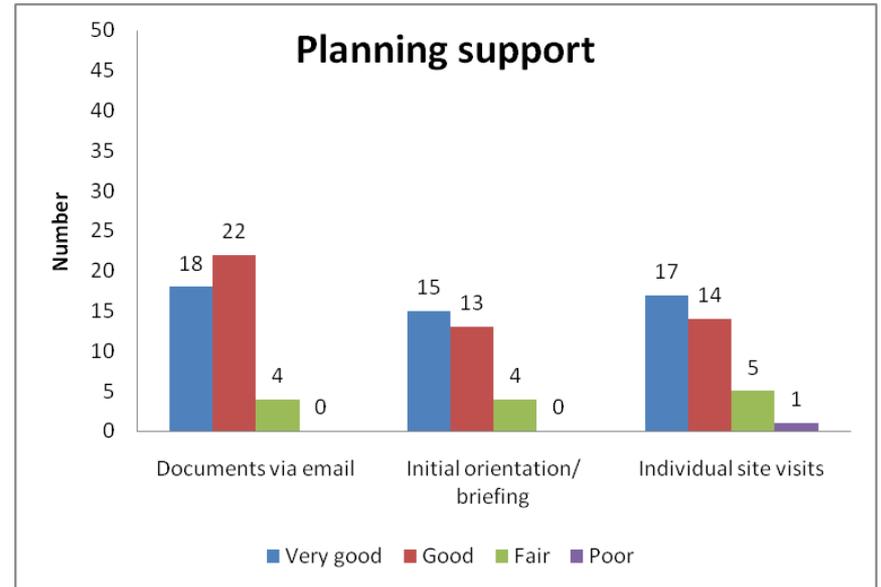
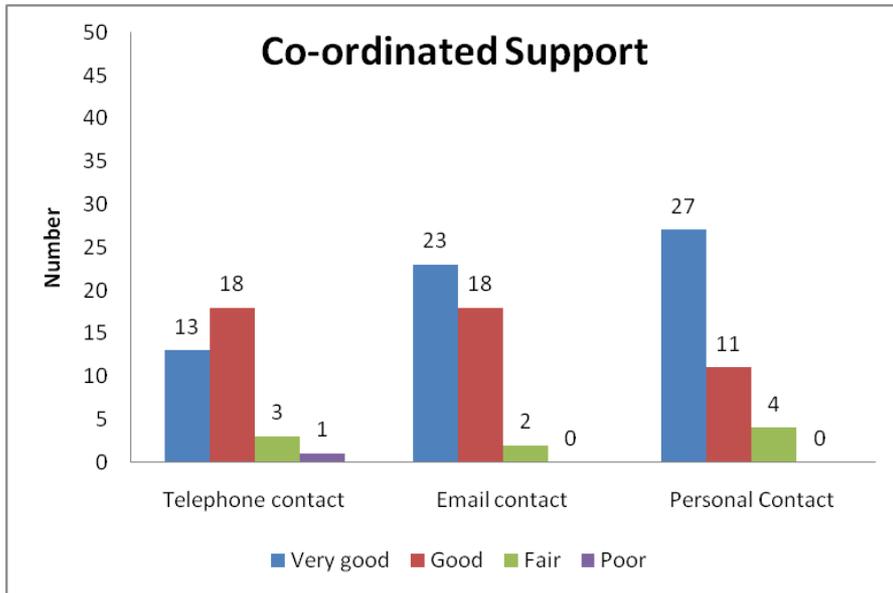
- Time-points
 - ❖ T1 = Orientation Meeting (prior to Intensive Training- Part I)
 - ❖ T2 = 6 months into programme delivery (following completion of Intensive Training – Part II)
 - ❖ T3 = End of 2 year commitment (after securing a place to train in DBT)

- Participants
 - ❖ Yr 1 therapists: n = 46 (of 59 therapists trained)
 - ❖ Yr 2 therapists: n = 48 (of 64 Therapists trained)

Results (Yr 1) (N=46)



Results (Yr 2) (N=48)



Results (Yr 1) (N=46)

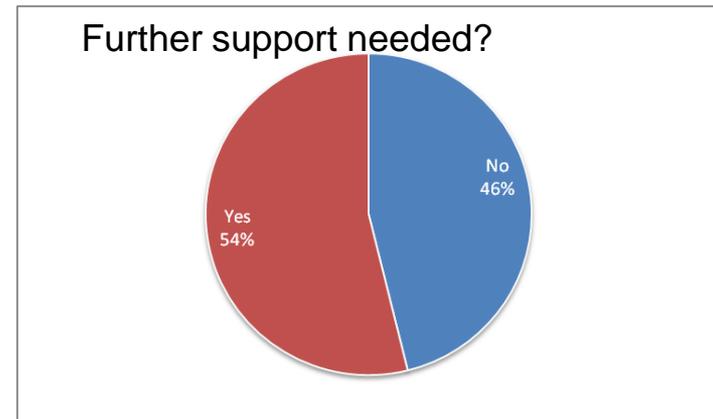
Feedback about support/assistance to benefit future teams:

Essential Components:

- Further work with management to create support for DBT team
- Further work and preparation for team leaders and their role

Implementation Enhancements:

- Meeting and discussions with existing DBT team
- Sharing of materials
- More guidance on DBT consultation meetings



Results (Yr 2) (N=48)

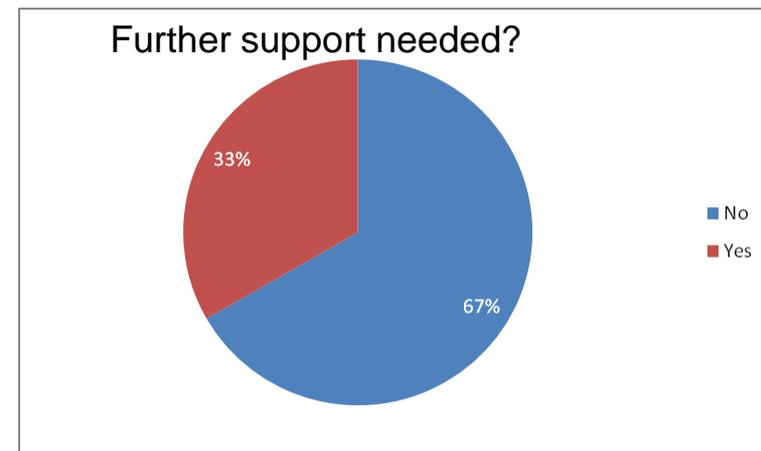
Feedback about support/assistance to benefit future teams:

Essential Components:

- Further support and guidance for team leaders
- Availability of supervision before first DBT roll-out

Implementation Enhancements:

- Presentation pack to orientate wider organisation (n=2)
- Documents outlining: flowchart of steps involved, further guidance on setting up skills group, potential pitfalls to avoid; implementation science (n=6)
- Networking with existing teams (n=4)



Therapists Said

- Links with Senior Service Management
- Team Leader Support and Guidance
- Pre training meetings/Sharing of experience
- Advanced training on Consultation and Early access to supervision support

We Heard

- Importance of formal links with management
- The importance of supporting DBT Champions/Sustaining commitment
- Need for guidance from those more advance in experience
- The value of support on establishing and maintaining strong adherent team

We Did

- Tele-conference with all service managers and contract sign off to avail of training
- 2 days Team Leader Training and Network group meeting (Jan 2016)
- Year1 teams presenting to year 2 team on experience/challenges
- Mandatory orientation meetings before training, Reading list of guidance documents on establishing DBT team
- Provision of supervision immediately on completing part 1 training/ Feedback to training providers.

Key Learnings

- Therapists are not always going to be happy even when you try to support robust implementation
- Intensive training has some limitations and there may be need for additional training inputs/refinements to support team leaders and teams to build sustainable programmes
- Unanticipated consequence of a coordinated /funded Implementation :
 - Challenge of self professed champion versus appointed leader?
 - Clinicians Expectations (reliance on project team)
 - Leading beyond authority- Can fund and evaluate but not direct onsite managers.



A final thought!

If the plan
doesn't work
change the plan,
not the goal.

Unknown

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