The Five Functions of an Implementation Support Specialist

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The article outlines five key functions of an implementation support specialist, crucial for facilitating effective program implementation:

1. **Connect**: Focuses on building and sustaining relationships among stakeholders involved in implementation, fostering collaboration and trust.
2. **Understand**: Involves promoting deep comprehension of diverse perspectives and co-creating a shared understanding of implementation challenges and solutions.
3. **Inspire**: Motivates and influences change by cultivating enthusiasm, leadership, and resilience within the implementation team.
4. **Enable**: Works to remove obstacles, build capacity, and empower team members to take ownership of the implementation process.
5. **Transform**: Supports adaptation and growth by encouraging reflection, agility, and resilience in navigating challenges throughout the implementation journey.

These functions are interrelated and essential for successful implementation, reflecting the evolving demands and complexities of the role in supporting organizational change.

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