# **Change Process for Building Coalition Prevention Capacity**

#### **Earlier Organizational Changes**

#### **Critical Actions for Change**

Leaders & staff undertake initial steps to contemplate and plan for integrating prevention into coalition infrastructure

Questioning
Dialoguing
Forming a prevention team
Assessing current capacity
Engaging in action planning

#### **Readiness for Change**

Leaders & staff ready to integrate prevention into coalition infrastructure

Champions for Prevention Understanding of Prevention Commitment to Prevention

#### **Later Organizational Changes**

#### **Structural Changes**

Prevention integrated into coalition governance documents, board organization, & operations

Mission/Vision Statement
Strategic Plan
Board Prevention Committee
Board Prevention Seat
Prevention Department
Prevention Staff Positions

## **Practice Changes**

Prevention integrated into how coalition board & staff do their work

Cross-training
Orientation
Job descriptions
Annual work plans
Meeting agendas
In-service training

### **Functional Changes**

Prevention integrated across coalition spectrum of programmatic and service domains

> Development Communication Public Policy Member Programs Partnerships