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

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