

## **Implementing MMA**

**Communicate** - Inform all staff, families, professionals and learners about the MMA implementation plan. Tell them why and how you are going to engage with MMA.

**Engage** – Involve everyone from the start and offer training that addresses the technical skills as well as knowledge and understanding of person centred practice. Refresher training should also be offered on an annual basis for those who may need it.

**Align your goals** – Ensure that the implementation of MMA is aligned with other goals within your organisation.

**Think about sustainability** - Share the progress on a regular basis with everyone and engage middle managers to support and monitor progress in staff reviews and supervisions to keep it going.

**Share** – Share the outcomes within your organisation and with external agencies. Use MMA across different meetings, reviews and share your experiences.

**Delegate** - Engage everyone within your organisation and spread the workload by giving everyone a role within the implementation process. The more you delegate the more ownership staff will take and help you to drive the change.

**Set your priorities** - Set priorities by starting with identified individuals and spreading the practice progressively within your organisation as things progress. Choose where to start, who to engage first, which staff and which individuals.

**Identify champions** – Identify the champions or leaders in your organisation who will support others and remain positive and optimistic about implementation and remain rigorously person centred in the approach.

**Measure your achievements** – Have clear expectations, they will help everyone to see how well they are doing and you can monitor progress against these.