

Diffusing Innovative Roles Within Ontario Hospitals: Implementing the Nurse Practitioner as the Most Responsible Provider

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Appendix 1. Supplementary Tables

Table A1.		Decision-making steps, processes, and specific strategies for the NP-as-MRP model
Stage	Processes	Specific strategies
Knowledge	Expose adopters to the innovation Explain: – What it is – How it works – Why it works Mass media communication is more effective at this time Disseminate outside the local hospital	<ul style="list-style-type: none"> • Explore all the characteristics of the NP-as-MRP model to develop a clear explanation • Define terms clearly • Gather evidence that supports the model • Explore hospital bylaws and policies for necessary changes • Identify the adopter “unit” • Identify the adopter category of the adopter unit (or individuals) • Connect with professional organizations for toolkits • Consider types of measurements of the model once adopted or trialed • Appoint a person with established credibility as the change agent
Persuasion	Develop perceptions of the innovation Reduce uncertainty by encouraging questions Address the risks and benefits Use interpersonal (face to face) communication as much as possible Disseminate knowledge locally & outside the hospital	<ul style="list-style-type: none"> • Meet with hospital leaders at formal council meeting • Meet with board members at formal meeting • Share the innovation characteristics to support perception development • Prepare answers to potential questions – know the risks and benefits • Be available for questions
Decision	Adopter unit will choose to adopt or reject the innovation Offer a time limited or small-scale trial to create faith that it is possible	<ul style="list-style-type: none"> • Have a trial plan developed • Select measures to indicate a successful trial • Be flexible re: ‘go-live’ date
Implementation	Put the plan into action Identify potential problems and provide potential solutions prior to implementation Address actual problems and collaborate on solutions in a timely manner Engage in evaluation	<ul style="list-style-type: none"> • Have a clear plan for implementation with dates to start, transition, evaluate • Review and deploy toolkits • Be open to re-invention
Confirmation	Adopter unit continues to seek information in the form of reinforcement Adopter unit makes a decision to: – Continue adoption – Adopt at a later date – Discontinue the adoption – Continue the rejection of the adoption	<ul style="list-style-type: none"> • Continue to provide supportive information of the model to the adopter unit

MRP = most responsible provider; NP = nurse practitioner.

Table A2.		Adopter categories, characteristics, and influential communication channels (Rogers 2003)
Adopter category	Adopter characteristics	Influential communication channels
Innovator	Energetic visionaries	Seldom rely on interpersonal communication due their venturesome approach
Early adopter	Risk takers; well-connected and good communicators	Rely on mass media and widespread communication
Early majority	Pragmatists; cost sensitive, risk averse, and expect demonstrated benefits; consider innovation but deliberately wait for others to adopt	Rely on mass media and widespread communication in knowledge stage and interpersonal in the persuasion stage
Late majority	Conservative, uncomfortable with change; can be convinced to adopt innovation once most others have adopted	Rely on interpersonal communication and local experience
Laggards	Strong critics; the last to consider adopting an innovation	Rely heavily on interpersonal communication