

# Composition Analysis Template<sup>1</sup>

## Introduction

The Composition Analysis can be used to collect information about assessment participants and their role in an organization, including the team members' levels of authority, experience, knowledge of the subject and demographics. These data can provide meaningful information on what work the group can accomplish together given the roles of individuals and their levels of authority. Additionally, facilitators can use the information to consider potential group dynamics and adjust the meeting design accordingly. Considering the composition of the team will also enable facilitators to identify where critical expertise or perspectives are missing and necessary for an accurate assessment.

Assessment participants typically include implementation team members and other staff who have roles in implementation of the selected practice or program, are involved in different support activities and are in a leadership role for the organization and responsible for overseeing aspects of the implementation infrastructure.

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<sup>1</sup> Adapted from Pillsbury, J.B. (2016) Results Based Facilitation: Book One - Foundation Skills - 2nd Edition: Moving from talk to action. Sherbrooke Consulting, Inc.

## Implementation Drivers: Composition Analysis

Name + Title	Level/Authority	Tenure	Reports To?	Demographics	Exposure to Program, Practice or Intervention