

Tobacco Free Worksites – Advanced Practice

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The Health Promotion and Chronic
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What We'll Cover

- Working in challenging environments
- Dealing with unexpected deterrents
- Monitoring & evaluating policy implementation



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Challenging Environments

Examples of challenging environments:

- Decision maker opposition to tobacco free policy
- Powerful opponent
- Organization or key-players inexperienced or ineffective in policy change
- Overall organizational resistance to policy change



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Activity

DEALING WITH CHALLENGING ENVIRONMENTS

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Unexpected Deterrents

Examples of unexpected deterrents:

- Decision maker flip-flop
- Previously “undetected” powerful opponent
- “Unrelated” agency crisis that negatively affects TFI
- Leadership turnover/organizational disarray
- Spurious (well-intentioned) alternate proposal



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Activity

DEALING WITH UNEXPECTED DETERRENTS

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Monitoring Policy Implementation

- Establish a system/structure to observe compliance/non-compliance
- Pay attention to and document employee comments
 - Respond to all comments/concerns in thoughtful, empathetic, and **timely** manner
 - Look for **themes** such as areas of confusion/concern that may need to be addressed in broader communication or policy adjustments



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Evaluating Policy Implementation & Impact

- Pre and post-implementation employee surveys
- Tracking complaints about violations
- Observational assessments of the campus
- Uptick in employees accessing cessation benefits, getting meds, quitting, etc.
- Stories!!!



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Communicate Good News

- Policy approval rating
- Stories
- Observation notes



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Thank you!

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