

Hub Leadership Practice Domain 1: Developing and Managing the Hub Organization

Goal: The hub functions smoothly as a leadership team that is working together to operate core hub functions and coordinate network activities.

Consider how well your hub team is developing and managing the hub as an organization. Put your initials in the box that best fits where you think your team is at this moment in time.

Hub Work Practice	Look-fors	We really need to do this	We could probably get better at this	We're pretty good at this*	We're great at this*
Establish the hub team	Identify members for the hub team with the diverse knowledge, skills, and experiences necessary to address the problem.				
	The hub includes leaders with the convening power to recruit network members				
Coordinate and manage hub operations	Determine hub team roles and responsibilities.				
	Design process for effective hub communication.				
	Create hub team routines (work practices and collaboration).				
	Ensure sufficient <u>capacity</u> to operate core hub functions and coordinate network activities.				
	Ensure sufficient <u>resources</u> to operate core hub functions and coordinate network activities.				
Develop the hub as a team	Build trust amongst team members.				
	Recruit and onboard new hub members (if you have attrition).				
	Establish hub team norms.				
	Coalesce as a hub team that is working together to operate core hub functions and coordinate network activities.				

*Share a strategy you use.

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Build improvement capabilities in the hub	Identify key network members who will act as improvement leads in order to target initial improvement science capability building efforts.				
	Build capability in teaching and coaching improvement leads to use improvement science methods.				
	Build capability to develop/identify and use practical measurement.				
	Develop improvement science capability in the hub to support key activities of a developing network, including consolidation of learning from PDSA cycles and refinement of driver diagrams based on testing.				
	Support other relevant learning in the hub (e.g., knowledge of the research, content related to the network aim).				
Specify a process to continuously improve hub operations	Develop strategic vision for progress				
	Building measures to collect data on hub operations.				
	Analyze data and evidence to support/strengthen hub operations.				

*Share a strategy you use.