

Reflection Tool to Strengthen Organizational Capacity for Healthy Public Policies

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OVERVIEW OF THE TOOL

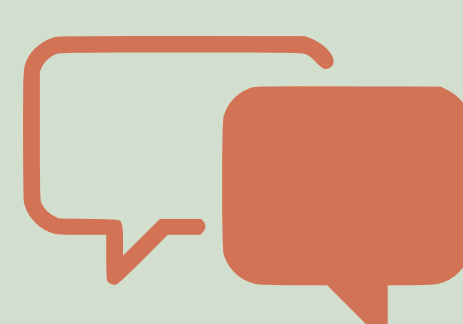
This tool is intended for public health practitioners who wish to reflect on strategies to strengthen their organizations' capacity for advancing healthy public policies (HPPs). The tool provides questions and resources to guide users in analyzing their situations and selecting strategies that suit their contexts. Concretely, it helps users:

- Describe existing initiatives related to HPPs within their organizations
- Prioritize dimensions for further development, including **partnerships, workforce, organizational structures and resources, knowledge development, leadership and governance**
- Explore and select strategies tailored to their contexts
- Access practical resources to support the implementation of these strategies



METHODOLOGY

This tool is based on a literature review that identified strategies for strengthening organizational capacity to support HPPs, as described in the report *What Can Organizations Do to Enhance Their Capacity to Promote Healthy Public Policies?* Building on this foundation, reflective questions were developed to help organizations analyze their situations and guide strategic choices. In addition, a review of tools, guides, and kits from the grey literature provided resources to deepen reflection.



A TOOL DEVELOPED WITH PUBLIC HEALTH PRACTITIONERS

To ensure the tool would meet relevant needs, the Ontario Healthy Public Policy Community of Practice first took part in a virtual consultation. Then, five public health organizations from different regions across Canada reviewed and tested the tool. Participants in these consultations highlighted the value of a self-contained tool to facilitate prioritization, to identify strategies and resources tailored to their needs, and to mobilize diverse actors within their organizations.

Structure of the tool

1. Presentation and instructions

Describes the reflection tool as a whole and provides instructions for using the different documents effectively.

2. Overall portrait

Helps identify existing actions and strategies within the organization and prioritize dimensions that are promising.

3 to 7. Analysis by dimension



Partnerships



Knowledge development



Workforce



Leadership and governance



Organizational structures and resources

How is the analysis by dimension conducted?

Step 1: Describe the initiatives implemented in the organization

Step 2: Reflect on existing actions, their limitations, and needs to be met

Step 3: Explore the proposed resources to deepen reflection and identify possible courses of action



AN EXAMPLE: Partnerships > Collaborative spaces

Step 1

You identify and describe the collaborative spaces your organization participates in that enable communication and collaboration with partners on HPPs.

Step 2

You answer reflective questions:

- Do these spaces meet your needs for collaboration and mobilization?
- Do you see opportunities to strengthen or diversify these collaborations?

Step 3

You explore a list of practical resources to support implementing strategies related to collaborative spaces.

Multiple ways to use the tool

Complete the tool individually



This can help to identify strategies tailored to the organization's needs, including proposing changes or projects to decision makers.

Complete the tool collectively



This helps to generate more precise responses, integrate diverse perspectives, and foster discussion and exchange.

Combine both approaches



Several options are possible: for example, some sections may be completed individually and then the results can be shared collectively for discussion.

Strengths and limitations

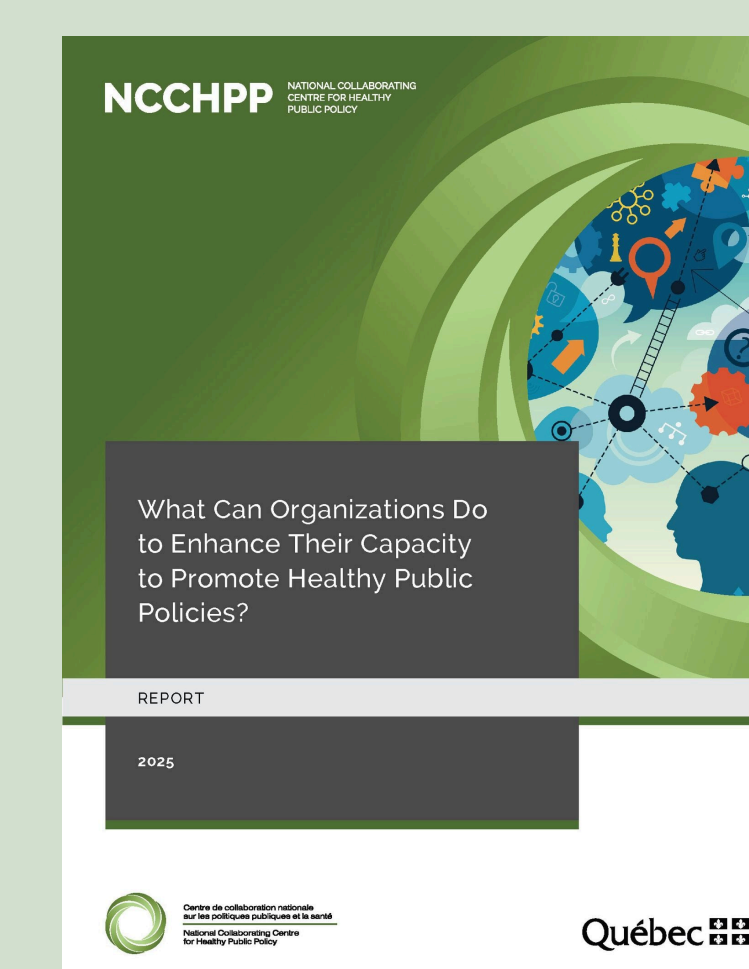
Strengths

- The tool is self-contained and adaptable to the needs of organizations
- It is particularly useful for organizations with limited resources or with less experience in HPPs
- It fosters discussion and dialogue to stimulate action and team engagement

Limitations

- The tool is intended for internal use
- It should not be considered a formal assessment of organizational capacity
- The resources provided are not meant to be exhaustive

Complementary resource



The report, *What Can Organizations Do to Enhance Their Capacity to Promote Healthy Public Policies?* provides the conceptual foundation for the tool. It explores strategies and tools, and provides implementation examples drawn from the scientific literature.



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