

Rec'd
9/29 @ 9:05 pm

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Essay 2

Lori Lindsey-Clarkston, RN

Lakeview College of Nursing

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48.5/50

*This job completing each task -
Good use of concepts within the context
of the scenario.*

The Grant Plan

In writing a grant for any purpose one must start with laying out a strategic plan.

According to Yoder-Wise a strategic plan is a process in which a company develops a plan to have success in the future or to obtain a goal for the company (2011). To answer the question set

forth in the scenario for the purpose of this essay in writing a grant for one would start with

assessing the market to obtain two other healthcare organizations to participate, seek out

companies that fit the criteria for the grant parameters, set a budget for obtaining the information

and writing the grant. Assessment of the external environment, the economic, demographic,

technologic, social-cultural, educational, and political-legal factors are assessed for impact and

threat on the environment (Yoder-Wise, 2011). Next one would make an assessment of the

internal environment this would include the "Effectiveness of the organization, size, structure,

programs, financial resources, human resources, information systems, and research and

development capabilities of the company." Phase one of the strategic plan includes an

organizational environmental assessment. This assessment helps one understand the

relationships that define organizational boundaries. The strength and weaknesses of the

organization are defined through this process which will help drive the writer of the grant in the

direction that is most beneficial for success. Through these assessments, objectives, strategies,

plans, implementation, and evaluation can be achieved (Yoder-Wise, 2011).

There are many reasons why communication is important in healthcare. The number one reason is for the patients. Effective communication can improve the care patients receive and sets

the "mood" for the environment which is important to healing. Communication is related to self-

worth, Yoder-Wise states self-worth is a major influence, and stress results when self-worth is

threatened (2011). A calm environment without distractions can lessen stress and enhance

Excellent application to scenario?

Such as?

application?

relative to current communication strategies.

communication and productivity. If an environment is full of distractions such as loud noises, ringing phones, alarms, or the rushed sense of an area that is understaffed or where there is distention between members, patient care is affected. This type of environment invites trouble, such as higher risk for patient falls, missed symptoms, and medication errors. With an effective team that includes members who are adaptable, collaborative, committed, competent, dependable, disciplined, enthusiastic, intentional, prepared, solution-oriented, and mission conscious or driven patient safety and satisfaction are at an optimum (Yoder-Wise, 2011).

Teams that function in this manner have leader that is confident and responsible, with this type of leader the organization functions at a level that is safe and desirable for patients.

The three organizations should have representation from each department of the company. This would include, nurses both management and non-management, charge nurses, staff nurses, in choosing representation of any group leaders should be chosen first. Other ancillary health care team members that provide direct patient care such as nurse aides, phlebotomist, and therapist, physical, occupational, speech, respiratory, and social work.

Representatives from human resource, payroll, and registration should also be included in the resources available for the grant process. In regards to members of a union the collective bargaining process includes processes related to income and benefits negotiations of this type would not hinder the grant process.

Yoder-Wise defines low complexity change as an uncomplicated change situation characterized by the limited interactions of the limited influences of people, technology, and systems (2011). High complexity is a complicated change situation characterized by the interactions of multiple variables of people, technology, and systems (Yoder-Wise, 2011). The grant process for this writing would be considered a high-complexity change due to the number

Derivates from scenario intent, but good presentation of comm. concepts.

good consideration of non-pro. disciplines. Also consider IT, quality, someone at grant writing skills.

That could be too large of a group to manage.

Wording, but I think I understand your point.

of people involved from the three organizations participating. The approaches necessary for success will include a planned change model or linear model one that occurs sequentially and directionally (Yoder-Wise, 2011). One approach that may work in a communication change such as the one posed for the purpose of this essay an “unfreezing” process would be beneficial. Since the grant outlines improved communication between healthcare providers of different agencies, deliberate plans have been set forth to improve communication for better patient outcomes and continuity of care. The “unfreezing” in the scenario would be implementation of strategies to improve communication between agencies. Unfreezing refers to the awareness of an opportunity, need, or problem for which action is necessary (Yoder-Wise, 2011).

- 1/2 for grammar/writing ~
difficult to read w/o
long, unpunctuated
sentences.

References

Yoder-Wise, P. S. (2011). *Leading and managing in nursing* (5th ed.). St. Louis, MO: Elsevier Mosby.