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Essay Question #2

Nicole M. Steele

Lakeview College of Nursing

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Professional writing, but w/ a few grammatical errors. Completes each task of assignment, incorporating concepts w/ relevance to case study. Encourage more creativity in fully developing concepts of communication, partnerships, and collective bargaining ~ Also re: application of steps of Strat. Planning ~ repetitive presentation of concepts but no application specific to case study. Overall ~ well done ~ alot to cover in 3 pages.



Essay Question #2

The purpose of this paper is to provide substantial evidence on the plan and implementation of a grant opportunity ^{that requires a partnership among} provided to three healthcare agencies in the community.

The executives of an acute care hospital have agreed that application for this grant would be beneficial to their facility. The "champion" of the grant application and project first needs to develop a plan to fulfill the requirements of the application.

Yoder-Wise (2011) defines strategic planning as a process that "is proactive, vision-directed, action-oriented, creative, innovative, and oriented toward positive change" (p. 311).

The first step in strategic planning is to assess the external and internal environment. Examples of external factors are "economic, demographic, technologic, social-cultural, educational, and political-legal factors" associated with the grant (Yoder-Wise, p. 312).

Next, in order to continue with planning, the applicant needs to assess the internal environment. This includes reviewing research and development capabilities of the organization.

The applicant needs to ensure that the facility has the tools to take on the grant. The next step in planning is to review the goals and objectives of the grant. This will provide direction and

professionalism. Examples of goals from Yoder-wise (2011) are, "provide comprehensive education across the continuum of care, incorporate a multidisciplinary approach to care, and enhance community support systems" (p. 313).

Next, in order to continue planning, the applicant needs to identify strategies to achieve the goals, and then implement these strategies. Last, but not least, the applicant needs to evaluate their work at regular intervals to determine whether everything is on target. The grant revealed that ineffective communication between agencies is the largest factor for patient non-compliance

And how are these 1 of these relevant to case study?

-1

and the other 2 organizations?

Suchas?

Give an example of goal relative to case study.

and medication errors. The applicant in order to successfully obtain this grant needs to develop a means of clear and effective communication between these three facilities.

Yes - good connection

Gulmans et al (2007), state that in order to provide comprehensive care, communication between patients and providers needs to be at its best. To assure continuity of care all healthcare providers and their facilities need to be identifying communication gaps, so the patient does not suffer. Yoder-Wise (2011) reveals that communication is critical to reducing medication errors (p. 349). Since this grant is comprised of three different healthcare facilities, there must be an effort to understand everyone's role in order to improve patient care. This begins with respect and trust. Individuals are needed to work together to accomplish goals that keep patients safe (Yoder-Wise, p. 346).

But application of concepts to scenarios yet!!

Since patients are often provided for along a continuum, the goal is to reveal a means of better communication among providers. In order to complete this application, the applicant may request to work with a physician who works at a clinic, a registered nurse from an acute care facility, and a director of nursing from a long-term care facility. It would also be beneficial to include a pharmacist and a case manager to help with the process.

Good Analysis reactivity

If one of the chosen team members has a collective bargaining (union) contract, their employer is bound by the contract to negotiate within a framework. (Yoder-Wise, p. 381) The applicant should approach the union representative of that facility with the grant, and explain the time sensitive decision. The applicant should explain how participating in this grant will allow for safer, higher quality care for pts. cared for by the ~~three health care environments~~ *orgs.*

In this scenario, would a Union Rep. need to be involved based on what you know about Union workers? Prob. Not.

Probably not directly without rep. from that org. also present

The implementation of a standardized communication tool for three different agencies would be considered a high-complexity change situation. Three different facilities needs need to

-1 Need a better understanding of Unions Coll. Barg.

be met, and there are only a few chosen to represent those needs. The key is to build trust, stay flexible, and have a positive attitude.

And current best practices need to be acknowledged and shared ~ Not throw baby out w/ bath water.

The applicant has determined that in order to effectively find a standardized communication tool, several change management functions are needed. The first function, planning, will help to determine collective goals and desired outcomes. This will clarify the direction for change. The second function, organizing, will allow the applicant to compile personnel, materials, and resources. These things provide a means to accomplishing the change.

Such as?

The third function, implementing, puts the plan into action and involves those who are a part of the plan. The fourth function, evaluating, involves those involved continually assessing whether the process is moving toward the established goals and outcomes. The last function, seeking feedback, is performed by calling on a variety of sources to effectively gather accurate information about the change process. Using all of these functions will provide for the best outcome.

(-1) lacks application to scenario.

Yoder-Wise (2011) believe that using a combination of knowledge and emotions will yield the best results when seeking change (p. 332). Those involved need to have the knowledge to provide substance to the change. Those involved also need to have the emotional intelligence to work together and effectively as a team to promote change. This all falls back on a strong leader.

pt. care community

Resources

Gulmans, J., Vollenbroek-Hutton, M., Van Gernert-Pijnen, J., & Van Harten, W. (2007).

Evaluating quality of patient care communication in integrated care settings: A mixed method approach. *International Journal for Quality in Health Care*; 19(5):281-288.

Retrieved September 25, 2011 from <http://www.medscape.com/viewarticle/566049>.

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