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Essay Question #2 Grant Opportunity

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48.5/50

Well done! Change concepts not fully developed and applied to scenario. Some grammatical writing errors missed citing the AACN reference.

Essay Question #2 Grant Opportunity

In today's healthcare environment, which is marked by extreme turbulence and complexity, strategic planning for healthcare organizations must be more than an outline of a business plan. The strategic plan becomes the fundamental tool for creating and sustaining the organizational vision for the future (Yoder-Wise, 2011).

There are many phases for strategic planning. During phase one, this author would need to provide an assessment of the external and internal environment. External assessment of environment includes anticipation of how the competitors may respond (Yoder-Wise, 2011).

to the request to partner.

Internal assessment includes but not limited to the organizations mission and goals, the capabilities, skills, and relationships of various professional and related staff; and weaknesses and strengths of staff (Yoder-Wise, 2011). Researching the need for effective communication would be of top priority and compare this to patient outcomes with ineffective communication.

Such as current communication strengths/weaknesses/ best practices

A mission statement must be developed for the purpose of this grant. This mission statement should include everyone participating in the grant writing process. According to Covey (1990) as cited by Yoder-Wise (2011), "the involvement process is as important as the written product and is the key to its use" (p. 313).

interesting ~ good!

Goals and objectives must be set. According to Yoder-Wise (2011), effective objectives are known as S.M.A.R.T. objectives. They must be Specific, Measurable, Agreed On, Realistic, and Time Bound. Once the objectives and goals are established, strategies need to be planned to meet the goals.

An example of an objective for writing this grant could be ... APPLY,

The fourth phase of the planning process is making specific plans for action in order of priority (Yoder-Wise, 2011). The group may have to revise some policies and procedures to

APPLY.

Yes - the application to scenario. Good!

obtain these changes. The strategic plans must be reviewed to make sure everything is going as planned.

Patient care outcomes will improve through clear and effective communication.

Communication in the work environment is not only important to good working condition that retain nurses, but, also critical to reduction of medical errors (American Association of Critical Care Nurses, 2005) as cited by Yoder-Wise (2011). It is imperative to have good communication to build teams. It is also essential to have teamwork and communication among physicians, nurses, and other healthcare personnel to increase patient safety (Ferguson, 2008) as cited by Yoder-Wise (2011). Clear communication amongst the healthcare team will provide the correct diagnosis ^{Huh?} and the patient situation. This would include providing correct information regarding patient medications, labs, and diagnostic procedure needed to evaluate the patient.

To form a team for this communication grant, this author would include many types of staff. This would include front line staff that deal directly with patient care as well as the physicians, nurse practitioners, ancillary staff and executive administrators such as the nursing CEO. Since one of the agencies is mostly union, this author would include the bargaining representative of that organization to assist as the liaison with staff members. This person would possess the skills needed to remain neutral and be open to suggestions.

This author believes to implement a standardized communication tool, ^{Good here} will be met with much resistance. According to Yoder-Wise (2011), nursing in certain organizations is too "stuck" and thus too unresponsive and unable to adapt to the influences of rapid change (p. 326). Many nurses are stuck in the realm of "this is always how we have done it". Many nurses fear the unknown, and change brings about the unknown. Reluctance and resistance are common when the change threatens personal security (Yoder-Wise, 2011).

What are some examples of best practice that have been achieved?

Good ~ And maybe Quality, IT, Communications, Plant Ops, How about a grant writer, local politicians?

There are individuals, in all of our professional careers, who may consistently reject any new thinking or ways of doing things just to disagree (Yoder-Wise, 2011). Because of this, it is important for the group to provide open communication and education to staff members. According to Yoder-Wise (2011), the change agent uses vision development, relationship building, information management strategies, and people skills to achieve change. Including staff in ideas for change makes them feel more like part of the team and humans are more accepting to change when they have taken an active part in the change. Empowerment of staff through participation and involvement promotes ownership of both the process and the decisions made during the process (Yoder-Wise, 2011). By including staff in the change, it builds trust in the team. Staff who shares the creation of change that affects them directly and who trust the change agent usually are more receptive to change and integrate change more willingly (Yoder-Wise 2011).

So high or low complexity change?
Change models?
Application of change concepts to scenarios?

(-1)

References

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

Mosby.

AACN? 1/2