

Strategies for preparing a health care organization for change

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Healthcare Organizational Change s 23rd June Introduction In order for any to overcome the test of time and continue to remain relevant within its domain, the organization must constantly realign itself with emerging trends in the market through change. The process of converting from paper charts to electronic medical records demands comprehensive and holistic change management process. Effective change management process should incorporate the following activities; planning, management ownership, effective communication, and training of staff.

Planning

The management should put in place an elaborate plan to guide the transition from paper charts to electronic records. The plan should indicate the goals and objectives of the change being instituted, roles of top management, and the period estimated for the entire process. The expected returns of the electronic recordings compared to manual recording should also be addressed

Management ownership

According to Bridges and Bridges (2009), successful changes occur only in organizations, which demonstrate effective change from the top management. Top managers should exhibit positive attitude and reactions for the new electronic system. Even more, the managers should be conversant with the technicalities and technology of the electronic recording. In addition, management should focus on implementing the change by offering incentives and rewards to employees who emerge excellent in operating the new system.

Effective communication and training

There should be concentrated effort to inform the staff of the expected change in the institution. In order to gain the support of the employees, it is vital for the management of the organization to inform them about the efficiency of the automated system and the advantages they are likely to enjoy by shifting to electronic medical records. The management should further train the staff members on how to use the electronic recording system.

Challenges

It is unlikely that the organization will flawlessly implement the electronic recording without challenges. This is because the employees will be adamant to maintain their status quo and they may oppose the trainings on how to use the new electronic medical recording system. Such challenges will be addressed by setting up of counseling center to inform and encourage the employees about the proposed change.

References

Bridges W. and Bridges S. (2009). *Managing Transitions: Making the Most of Change*. U. S. Da Capo Lifelong Books.