

Assignment 4: best practices



**ASSIGN
BUSTER**

Women's addiction services The case study deals with the addiction services that have been formed especially for women. There are some underpinning issues that are present in the formation of any new merger service. The macro and micro environment tend to affect the decisions for the organization; issues pertaining to this specific case are also discussed. The Interactive Domain Model has its importance and is a very useful model to be applied in the field of healthcare practices. It is regarded as one of the best practices and is implemented by gathering the complete knowledge of the business and clients.

What were the underpinnings of the Womankind Addiction Service? Discuss the issues & concerns as they related to those underpinnings.

William and Wright (1998) highlight on the issues of healthcare systems; it is an utmost necessity to develop proper health care systems for the public to be benefited. The main underpinning issue of the Womankind Addiction Service was that it was one of the changing needs of the clients. The ministry of Health and Long term Care required improvement in the addiction services present in the state. Promoting and enhancing healthy people in the state is the main aim of the ministry of health organizations. The addiction service field of healthcare required more attention and hence orders were passed through to develop the regionalization and also the rationalization process in order to improve the service deliveries of addiction related services.

The Womankind Addiction Service was a combined model of two different services. One service dealt with the withdrawal management services for women, and the other service dealt with treatment services to women. With the recommendation of Hamilton group the merger was decided upon to

take place for the benefit of the people.

With the inception of the new addiction service for women, a new operating budget was required. The planning cycle would need to be designed again as the service was a merger of two different organizations. One organization did not possess adequate budget level and the other one did. When new firms are formed by mergers then there arises many conflicts and intricacies which the top management needs to deal with.

Firstly, the working backgrounds and culture of both merger firms are different so obviously when new management comes in some employees may face problems in adjusting to the new management. There are chances of organizational conflict arising and also in deciding which of the two firms will take the decisions. As this merger has been proposed for improvement, all means should be applied to avoid organizational conflict as much as possible. The service has been formed for a special purpose of improving health care in the community; it should not deviate from its main goal at all. As this merger was the first one of its kind in the province, obviously then there was no experience related to mergers like these. Therefore, all work processes and research work had to be done with careful consideration as no past experience was present for any sort of guidance.

What were the macro and micro systems that influenced the decision-making of the program?

The macro systems that may have influenced the decision making of the program were that the political climate of the addiction level rates was studied thoroughly. Site visits were conducted to analyze which would be a suitable place to start the organization from.

Sponsors and partnerships were looked upon; those interested would be

<https://assignbuster.com/assignment-4-best-practices/>

contacted soon. The drug treatment related service organizations were analyzed further so that improvements and innovations can be made to the one presently being formed.

All evidences pertaining to the external environment were studied, especially those related with the client diseases so that while justifying the decision making process all elements could be considered.

With the merger taking place, the micro systems that influenced the decision making of the program were that which of the two merger firms will control the financials. The staff of both the firms may have problems in blending together with a new working environment, new colleagues, and new management processes etc. The staff needs to adjust to the new organizational culture as both organizations had different organizational cultures before the merger.

The team that will be set up to address the issue of Womankind addiction will consists of people from all the different health related professions, such as nurses, physicians, social health workers and all. The team selected should be highly qualified in their respective professions so that the stakeholders and the shareholders of the firm may be convinced that the Womankind addiction service is an absolute necessity to be present in the environment for the welfare of the people.

Information related to the women working for the service was analyzed by the data present in the database. Experience of the staff related to working in addiction services were highly accountable while placing the employees for the different tasks to be carried out. The employee experience strongly affects the decisions made by the management.

Describe the a) research/evaluative processes, b) activities and strategies

<https://assignbuster.com/assignment-4-best-practices/>

initiated at the program level and c) those results.

The Womankind Addiction Service is conducting their evaluation process based on the results and responses they have received for their organization services. The Woman Addiction Service was formed based on the evidence they received from the different mental state levels which the women were facing in their lives. From minor to major problems of women were making their lives miserable and they were not able to lead a peaceful life.

The addiction services had developed some strong mission and vision statements and also values, the goals of the organization were linked to the mission and vision of the organization. This would give the staff a clear path on how to work and what achievements are required with the work.

Activities and strategies:

Womankind clients were analyzed since the inception of providing their services. The history and traits of the clients were observed like for example, their age range, the drug amounts they take their marital status. The education levels of the clients and also their employment level were also analyzed. All these data help towards the treatment of the clients.

The values, goals and ethics underlying the Womankind approach is immensely important in analyzing what path the organization would take towards achieving success for itself. The organization focuses its aim on working ethically and honestly, considering all the deprived people and all those who are not financially stable. The organization work towards making difference in the lives of the women and provide them a safe place in the society.

The theories and beliefs of any person or organization serve as a key element in its formation and success. The Womankind Addiction Service

<https://assignbuster.com/assignment-4-best-practices/>

provides a complete range of services to its clients by using various different models. Some females may show resistant to any type of change and for clients like these extra effort needs to be done.

Results:

The staff members discovered that they had different agendas and also they possessed different hidden skills. The best practices changes the strategic direction for any firm and this was observed with the Womankind Addiction Services. The addiction service received positive results with the implementation of IDM model in their organization. Early studies of the clients are carried out and through the proper framework process being implied, the organization became successful.

Finally, your analysis as to whether this model revealed: “ knowledge” in its practice as it related to the underpinning of the service and its environmental understanding and the promotion of its subscribed strategies.

According to the analysis conducted, in my opinion this model did reveal knowledge in its practice. The Interactive Domain Model (IDM) is a best practice approach and it works towards the social welfare of the citizens of the country. It promotes and works towards providing healthy citizens to the society. Preventing illness and enhancing health is the main objective and goal of IDM.

The values, goals, and ethics were all analyzed in the evaluation process. The theories, concepts and underlying beliefs of the women were studied deeply while coming to any conclusion for the treatment. The evidence was based on the goals and objectives of the firm. The staff knowledge and experience was taken into account while conducting the evaluation process.

<https://assignbuster.com/assignment-4-best-practices/>

The micro and macro environment factors were analyzed whilst the decision making processes for the firm. The political climate related to addiction was studied by the Interactive Domain Model and then the results were achieved.

The client's needs and requirements were subsequently analyzed and then decisions were made. By having a complete history of the clients; this helps to diagnose the illness in an adequate manner. High probability of success with the treatment of the patients is also linked with the accurate diagnosis of the problem of the patients. Henceforth exact knowledge about the patient's history related to drug treatment is very important for the organization.

The strategies which the Womankind Addiction Service used proved beneficial for the organization. Though they faced some barriers with the start of the merger operations but eventually got things under control with the passing time. The macro environment of the organization needs to be strongly studied so that the information or knowledge can be as accurate as possible.

The health promotion strategies are not understood well by majority of the people. The need to make realization of the importance of healthy citizens in the society is extremely important. The more the awareness of this concept, the more the people will realize how important these addiction services are for the welfare of the society.

Reference:

Williams, R., Wright, J. (1998). Health needs assessment: Epidemiological issues in health needs assessment. *BMJ* 316: 1379-1382.