

HS450 Unit 3 Assignment

Managing and Leading Change in a Health Organization

Course Outcome

- **HS450-2:** Demonstrate how effective team building optimizes the implementation of strategic planning.

Unit Outcomes

- Differentiate among the different types of teams and task groups and their uses in health care organizations.
- Understand the factors associated with high-performing teams.
- Define the communication process and what constitutes effective communication.

Instructions

You are a healthcare leader within a large multi-campus hospital system. The CEO and Board of Directors have tasked you to facilitate discussion with other health professionals regarding a new EHR system that will be implemented across the organization. Please complete the assignment as indicated in the instructions below.

Part	Competency Assessed	Instructions
1	<i>Build effective teams.</i>	Construct a plan to build effective teams in collaboration for a selecting a new EHR system. Your plan should include at least three (2) team/consensus building methods.
2	<i>Interpret concepts of change management theories, techniques and leadership.</i>	Evaluate the concepts of change management theories, techniques, and leadership by critiquing the challenges with implementing a new EHR system within the organization. Your evaluation should include at least three (2) concepts of change management, risk exposure, organizational design, and/or mergers.
3	<i>Implement a departmental strategic plan.</i>	Demonstrate implementation of a department strategic plan by analyzing strategic planning, critical thinking for organizational leadership, and/or benchmarking. Evaluate the best practices in strategic leadership against the potential pitfalls with implementing strategic plans.

4. *Evaluate the stages of the procurement process* Evaluate the stages of the procurement process by critiquing the value of a Request for Proposal (RFP), Requisition for Information (RFI), and Request for Quotation (RFQ). Judge the needs for an organization by developing a plan to use each procurement process type.

Assignment Requirements

- Please complete all parts in a Microsoft Word document.
- The body of your document should be at least 1200 words in length.
- Quoting should be less than 10% of the entire paper. Paraphrasing is necessary.
- Students must cite and reference at least 4 credible sources from the KU Library.
- Please be sure visit the Kaplan Writing Center to assist you with meeting APA expectations for written Assignments.

Submit your work to the appropriate Dropbox.

Assignment Guide for the HS450 - Unit 3 Assignment

Managing and Leading Change in a Health Organization

Grading Criteria	Topics to Study	Suggested Resources
Part 1: Student has demonstrated the ability to build effective teams.	Team-building Consensus building techniques	“ Process improvement methodologies ,” Pages 818–833 in <i>Health Information Management</i> by Latour, et al. (2013)
Part 2: Student has interpreted concepts of change management theories, techniques, and leadership.	Change management Risk exposure Organizational design and mergers	“ The transformation of leadership ” in <i>Managing and Leading People through Organizational Change: The Theory and Practice of Sustaining Change through People</i> by Julie Hodges (2016) Chapter 23 in <i>Health Information Management</i> by Latour, et al. (2013) Chapter 11 in <i>Strategic Planning in Health Systems</i> in <i>Essentials of Strategic Planning</i>

		<i>in Healthcare</i> _by Harrison (2016)
Part 3: Student has demonstrated the ability to implement a departmental strategic plan.	Strategic planning Benchmarking	Chapter 29 in <i>Health Information Management</i> by Latour, et al. (2013) Chapter 3: “Fundamentals of Strategic Planning” in <i>Essentials of Strategic Planning in Healthcare</i> by Harrison (2016)
Part 4: Student has evaluated the stages of the procurement process.	Request for Proposal (RFP) Request For Information (RFI) Request for Quotation (RFQ)	Chapter 5 in <i>Information Systems Project Management</i> _by Olson (2014) “ Acquiring Materials, Supplies and Equipment, ” Pages 131–141 in <i>Project Management Jump Start</i> by Heldman (2011)

AHIMA CEE Curriculum Mapping

Domain	Subdomain	Competency
Domain VI. Leadership	Subdomain VI.A. Leadership Roles	6. Build effective teams
Domain VI. Leadership	Subdomain VI.B. Change Management	1. Interpret concepts of change management theories, techniques and leadership
Domain VI. Leadership	Subdomain VI.F. Strategic and Organizational Management	2. Implement a departmental strategic plan
Domain VI. Leadership	Subdomain VI.G. Financial Management	3. Evaluate the stages of the procurement process