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Autore	Pulci Doria, Guelfo
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2. Record Nr.	UNINA9910464551703321
Autore	Shore David A.
Titolo	Launching and leading change initiatives in health care organizations : managing successful projects / / David A. Shore
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ISBN	1-118-41892-1
Descrizione fisica	1 online resource (173 pages) : illustrations, tables
Collana	Jossey-Bass Public Health
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Nota di contenuto	Part 1, Changing Health Care. Introduction: The Need for Change -- How Organizations Can Really Change -- A Better Approach -- From "Projects" to Change Events -- Criteria for an Initiative's Success -- Failure Rates -- Doing the Right Thing Right -- Appropriate Measures of Success -- Careful Management of Risk -- Planning: Seeds of

Success and Failure -- A Time for Planning -- Learning from Failure -- Part 2, Select the Right Projects. Introduction: Identifying and Creating the Right Initiatives -- Change Initiatives as Strategic Planning -- Where Good Project Ideas Originate -- Developing Project Concepts -- Smart growth -- Selecting, Prioritizing, and Monitoring Change Initiatives -- The Project and Portfolio Management Review Board -- Criteria for Project Selection; Prioritizing Projects -- Monitoring Projects -- Part 3, Choose the Right People. Introduction: How Important Are Decisions about People? -- What You Are Looking For -- Hard and Soft Skills -- Crucial Conversations -- Emotional Intelligence -- Trust Assembling the Individuals for a Change Event -- "Dunbar's Number" for Change Teams -- The Right Mixtures of People -- Roles on the Team -- The Right Number of Projects -- The Project Management Human Capital Inventory -- Do People Make a Team? -- Converting Individuals into a Project Implementation Team -- On boarding a Group -- Beginning the On boarding Process: Day Zero -- The Next Step: Day One -- Decisions and Tracking -- Passion and Enthusiasm -- Alignment -- Trust -- The First Mile and Beyond.

Sommario/riassunto

Implement change that fosters sustainable growth and better patient care. Health care projects depend on astute management of change. But more than anything else, they depend on leaders who pay attention, who understand the importance of starting right, and who know how to launch projects that succeed. If leaders can increase the percentage of successful projects, patients, and practitioners everywhere will be better off and so will the organizations that depend on these projects for innovation.
