Week 3: Collaboration Café: Organizational Project Planning

No unread replies.No replies.

Explore your healthcare organization's policies, procedures, and processes related to project planning. Assume you will be using your facility for your concluding graduate experience project.

1. **Discuss your process.**
2. **What are some of the policies and/or procedures of your organization that will impact or be impacted by your project?**
3. **Describe organizational strengths, weaknesses, opportunities, and threats that will influence the direction of your project.**
4. **What information or data will you need to gather and from whom will you get it?**
5. **Whom will you engage in the process?**

ASSIGNMENT

Due to the rapid pace of change in the healthcare industry, challenges often arise. Therefore, leaders in the healthcare industry need to conduct frequent performance reviews of their organizations in order to identify areas in which there is room for improvement. Integrating transformational leadership into an organization is not always easy. The team of a leader who makes use of transformational leadership strategies has a better chance of being motivated and moving forward. Members of the staff that communicate with their management team in a manner that is courteous and productive report feeling less stressed out while at work. Employees report higher levels of job satisfaction when they believe that the leadership team at their company is one that can effect positive change. The importance of working together as a team is emphasized heavily by transformational leadership. The incorporation of transformative leaders into the organization's purpose, vision, and values is something that administrators need to be aware of in order to understand how promoting the formulation and execution of creative viewpoints may improve patient care. According to Steinmann et al. (2018), effective leaders have an effect on the followers' degree of work satisfaction, level of loyalty to the company, and level of proactiveness as a result of the successful completion of priority goals.

The failure to meet the standard is due to the very high number of dissatisfied workers, which also plays a role in the declining employee retention rate. The management team has come to the realization that there are many instances of anguish among the personnel due to the fact that the impacts of burnout have moved to the care that is provided to patients.

Hello All,

My project will proceed in a manner that is determined by how the facility handles project development activities. I work in Women's Services at a facility that does not do Couplet Care. The department has previously tried to implement Couplet Care without success. I have actually been through this transition at another facility I used to work at; therefore, I feel I can see this project through. Research into the aforementioned procedures is something I will need to do if I want to guarantee that my project adheres to all of the organization's criteria for project planning. It is important for me to include employees from the company in order to get input on the parameters that will have the most significant impact on the job that I do. The team for the project will be comprised of these persons. Employees that participate in the final product and the alterations made as a consequence of facility projects perceive a strengthening of their sense of autonomy. It will be vital to have information on the institution's standards for project planning, as well as the capabilities and obstacles that could impact the advancement of my project. It is expected that the department in charge of project management would be able to supply the required information. The availability of sufficient resources and the participation of the group in the project are two of the fundamental capabilities that have the potential to influence the process. A project may succeed without proper management. Effective project management leads to success. Project success depends on good management. A knowledgeable coordinator, personnel, and competence should lead to good project management. These characteristics vary by type of project, purpose, and quantity of projects handled, as mentioned by Radujkovica and Sjekavica (2017). It is possible that my lack of expertise in the planning phase of projects will be a barrier. The lack of clarity around the project's goals presents several possible risks that might also have an impact on the way my project develops. The possibility exists that my project will not be a suitable match for the facility, and that I will not be able to obtain stakeholders for its completion as a result of this. Project managers, according to Henkel, et al. (2019), need both technical abilities, such the ability to keep costs and schedules within acceptable parameters, and interpersonal and leadership qualities. Additionally, when individuals lack enthusiasm for a task, they are less likely to see it through to completion.

-Stacy

Henkel, T., Marion, J., Bourdeau, D. (2019). Project manager leadership behavior: task- oriented versus relationship oriented. *Journal of Leadership Education,18*(12), Pg1- Pg14. https://journalofleadershiped.org/wp-content/uploads/2019/04/18_2_henkle.pdf

Mladen Radujković M., & Sjekavica, M. (2017). Project management success factors.

Procedia Engineering, 196, Pg607-Pg615. https://www.sciencedirect.com/science/article/pii/S1877705817331740

Good evening Taylor and Class,

The approach your facility uses is interesting. Thank you for sharing and your thoughts on my post as well. You brought up excellent points regarding individual expertise or experience in one's specialty. Inexperience in project planning and completion, in general, will likely be a challenge for me. According to Radujković and Sjekavica (2017), there are four parts to project management: planning, organization, monitoring, and control. Project management approaches affect project success. Continual project development necessitates project management. Organizational success requires both strong leadership and a conducive atmosphere for completing projects. It is conceivable for efforts to be unsuccessful; but it is far more often than not for such failures to result in opportunities for improvement. I agree with you on this point. It is necessary to keep this in mind because it is one of the most important but also one of the most overlooked aspects of the process of conceiving and carrying out initiatives. In order to come up with original ideas, employees at my organization follow a process that has been coined the Clinical Advancement Program, or CAP for short. This tactic was devised in order to make the process of coming up with original ideas in a way that is less streamlined by nursing staff. Monetary incentives are a plus for participation and completion of a project. Employees must first submit an application and subsequent proposals will be subject to a review and approval process before they can take part. Depending on the characteristics of the project, it may be possible for either individuals or collaborative groups to make contributions to it. The participants get the opportunity to reflect on the project and discuss the many methods in which the concept may be implemented. During the course of the process, it will be necessary to conduct an analysis of the effectiveness of the project and to determine whether or not it was successful. This will be done in such a way that it will be possible to achieve this goal while at the same time fulfilling the criteria of CAP. Guanci and Bjork (2019) describe project management as a temporary undertaking to develop a unique product, service, or outcome, according to PMI. Project managers must know ideas, tools, and procedures. Authentic leaders with a positive attitude and good communication abilities are needed. Industrial, construction, and high-tech industries use formal project management. The concepts and techniques work for healthcare and large-scale undertakings. Is this in any way similar to how the kaizen process works at your facility? We are allotted six months for completion. Do you feel kaizen would benefit from giving participants such a time frame?

-Stacy

Guanci, G., & Bjork, C. (2019). An introduction to project management. Nursing Management, 50(10), Pg20-Pg26. https://journals.lww.com/nursingmanagement/Fulltext/2019/10000/An_introduction_to_project_management.5.aspx

Radujković, M., Sjekavica, M. (2017). Project management success factors. *Procedia Engineering*, 196, Pg607-Pg615. https://www.sciencedirect.com/science/article/pii/S1877705817331740

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Taylor Bissette
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Within my organization we develop projects through completing what is termed a kaizen process. When a staff member has an idea for a project it must be presented to a board and then undergoes the kaizen