Week 2 DQ 1

Compare two organizational readiness tools. In this week's assignment, you will select one organizational readiness tool to evaluate your organization. Based on the two tools you compared, explain which one you will use to assess your organization's readiness and justify why it is the most appropriate for assessing your organization.

Answer:

Organizational readiness can be described as a facility or organization's willingness and level of preparedness to accept and implement change. According to Weiner (2017), it is considered a critical precursor to change implementation in a healthcare setting. Organizational readiness tools are fundamental when formulating and implementing change management to ensure effectiveness in service delivery. Global public health strategies depend on these readiness tools because they assess the organizational capacity to conduct specific involvements and provide motivation to employees (Chavarkar et al., 2020, pg. 171)

Decision trees are tools that can assist in choosing between various courses of action. They offer a highly effective design to create your options and investigate the possible outcomes of choosing those options. They also help healthcare providers to form a balanced picture of the threats and rewards associated with each course of action. On the other hand, a decision matrix tool can help stakeholders assess options with greater clarity and objectivity. The decision matrix tool works by creating a list of options as rows on a table and the factors you must consider as columns. Each option/factor combination is counted, the score is weighed by the relative importance of the factor, and the data is added up to give an overall score for each option (Dearing, 2018).