Obesity

[Name of the Writer]

[Name of the Institution]

**Change Management in Healthcare**

In the healthcare industry change is one important thing hospitals are being merged, medical groups with more number of members are formed, and integrated delivery networks are getting both hospital and networks. Due to this, the leaders are involved randomly in transitional processes that identify corporate structures, hard structures, and insurance policies, but some of these processes are said to be missing in healthcare. Such types of business transactions are said to impact on the most valued components of any healthcare organization which are the employees. Although very minimal attention is being paid to these sides, if such issues are not discussed in due time, then it can be both costly for the reputation of the organization and overall cost. When individuals experience any transition at work, then they ask questions from each other focusing on the impact of the changes on their lives. So the leaders must be able to place themselves in the shoe of the employee and answer the questions for them (Campbell, 2008).

The main aim of any change management should be on maintaining a healthy worker or employee culture that helps produce unparalleled patient experience. During times of significant changes organization can take some easy steps. The first and most important step is the identification and building the transition team (Groll et al., 2002). In this step it is the responsibility of the organization to identify the change champions; these are the ones who can quickly absorb new roles successfully. Likewise, the leaders of an organization must be trained to communicate clearly and collaboratively. Although the concept of change for some employees can be quite overwhelming, it should also be kept in mind that it may not be the case with all of them. Therefore sharing clear and transparent information about the change must be conveyed (Scott et al., 2003).

 At the end of the change management, a problem-solving group must be formed the responsibility of this group is to find out glitches or any other things that are not running smoothly and if that happens then, the solution must find out. Such steps can also help increase the engagement of the employees along with solving small issues before they are big. Throughout the journey of change management, it must be kept in mind that the employees are the most important part of an organization and they should be treated likewise. By communicating effectively with time can be helpful to lead the team through the challenges that can come with change management.

**References**

Campbell, R. J. (2008). Change management in health care. *The health care manager*, *27*(1), 23-39.

Grol, R., Baker, R., & Moss, F. (2002). Quality improvement research: understanding the science of change in health care.

Scott, T. I. M., Mannion, R., Davies, H. T., & Marshall, M. N. (2003). Implementing culture change in health care: theory and practice. *International journal for quality in health care*, *15*(2), 111-118.