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REENGINEERING HEALTH CARE

THE COMPLEXITIES OF ORGANIZATIONAL TRANSFORMATION

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Reengineering Health Care The Complexities Of Organizational Transformation

John Hayes

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Reengineering Health Care Terry McNulty, Ewan Ferlie, 2002-03-21 Organizations are being urged to experiment with new structures and processes A process perspective on organizing is emerging as a major challenge to functional principles of organizing established during the last century Business process reengineering is one exemplar of process thinking that has received great attention amongst organizational theorists and practitioners This in depth account of business process reengineering within a major NHS hospital is an important contribution to the very limited stock of empirical knowledge about new organizational forms especially in the public sector The book combines empirical data gathered through an intensive comparative case study method with strategic choice and neo institutional theories to analyse the changing context of public organizations importation of models of organizing from private to public organizations and dynamics of public sector transformation The outcomes of the change programme add to our more general organizational knowledge about a the impact of corporate change programmes particularly in professionalized and public sector settings b impediments and enablers of lateral organizing structures and processes and c contradictions within the New Public Management between functional and process principles for organizing Organizational and Process Reengineering FACHE Larson, 2017-07-27 Winner of the Healthcare Information and Management Systems Society's HIMSS 2015 Book of the Year AwardGiven the on going changes and challenges faced by today s health care organizations Organizational and Process Reengineering Approaches for Health Care Transformation provides a practical leader led and team based approach for reengineering o

Challenging Perspectives on Organizational Change in Health Care Louise Fitzgerald, Aoife McDermott, 2017-04-21 This volume provides theory and research on organizational change and predominantly features the application of these ideas to the health care domain broadly defined It addresses enduring issues in advancing to an effective health care system The aim of this book is to offer an accessible and readable text aimed at provoking thought and questioning and aiding creativity It proffers arguments and ideas which are firmly based in empirical data and evidence so that the reader may make informed personal evaluations This book is designed to furnish a comprehensive theoretical basis for understanding organizational change in health care as well as selected core issues of contemporary and future importance to the provision of effective care within sustainable systems A series of coherent themes are addressed throughout the book from differing perspectives However every chapter has been written to standalone and be read independently Each offers resources relevant to its focal topic in the form of references case studies and critique Setting out a future research agenda the book will be vital reading for organizational change researchers and practitioners in the healthcare industry The Oxford Handbook of Health Care Management Ewan Ferlie, Kathleen Montgomery, Anne Reff Pedersen, 2016-04-07 This Handbook provides an authoritative overview of current issues and debates in the field of health care management It contains over twenty chapters from well known and eminent academic authors who were carefully selected for their expertise and asked to

provide a broad and critical overview of developments in their particular topic area. The development of an international perspective and body of knowledge is a key feature of the book The Handbook secondly makes a case for bringing back a social science perspective into the study of the field of health care management It therefore contains a number of contrasting and theoretically orientated chapters e g on institutionalism critical management studies This social science based approach is a refreshing alternative to much existing work in this domain and offers a good way into current academic debates in this field The Handbook thirdly explores a variety of important policy and organizational developments apparent within the current health care field e g new organizational forms growth of management consulting in health care organizations It therefore explores and comments on major contemporary trends apparent in the practice field The Theory and Practice of Change Management John Hayes, 2018-01-24 John Hayes bestselling textbook combines a scholarly discussion of change management with a host of practical tools and techniques It provides future managers with all the skills they need to diagnose the need for change and to ensure its successful implementation. The book s unique underpinning framework views change as a purposeful and constructed sequence of events rather than something chaotic and unmanageable Its hands on approach includes a number of Change Tools that students can apply to various scenarios an array of case studies and examples based on real life organisations worldwide and video interviews with experienced change practitioners who share their insights on key topics The book will be essential reading for final year business undergraduates as well as MBA and postgraduate students who are taking modules in change management or organisational change It is also ideal for change practitioners and consultants New to this Edition Two new chapters on ethical change management practice A new chapter on value innovation A new section showing how the book supports employability skills Brand new international case studies and examples including the Volkswagen emissions scandal the collapse of BHS and company culture at Uber A free to access website featuring audio visual Tutorials with narration by the author lecturer slides detailed briefings on the book s case studies and much more Organisational Development in Healthcare Edward Peck, 2017-11-22 Organisational Development in Healthcare introduces the practical ways in which change in health services can be promoted It includes descriptions of all of the most important approaches to change currently being used in the NHS discussion of when they work best and details of the evidence of their impact **Integrating Primary Healthcare** Paul Thomas, 2017-11-22 This book combines models theory and practical advice that guides clinicians managers and facilitators to lead integrated primary health care Using case studies and real life examples the practical sections are cross referred to theoretical sections that show how theories of whole system learning and change can be applied in different situations Exercises help the reader to devise their own tailor made interventions in small organisations in networks and in large institutions The latest theories about leadership in complex situations are covered and challenges to traditional approaches to research and understandings of health are made This book is perfect for those who lead or teach change in health care institutions such as primary care

organisations in small organisations such as general practices and through networks In particular practitioners and managers who wish to make sense of complex interacting factors will find it of great benefit Managing Modernity Stewart R. Clegg, Martin Harris, Harro Höpfl, 2011-01-27 Bureaucracy has long been a cornerstone of advanced industrial societies and a defining feature of modernity At the same time many commentators from all quarters argue that it is on the wane in this post this or that world or that if it isn t it should be dismantled to free up organizations enterprise and innovation But do we live in a more or less bureaucratic world Do contemporary forms and means of communication undermine or modify bureaucracy or does technology create new iron cages and forms of control If bureaucratic models of organization are abandoned do we run risks of organizational failure and inequity Are there certain moral professional and social values associated with bureaucratic models This book explores these issues in different organizational contexts public administration the National Health Service the modern firm and corporation and offers new insights into enduring questions It will be an invaluable resource for academics researchers and students in organization studies management public administration and sociology The volume will also appeal to managers planners and policy makers who deal with these Changing Clinical Care Andrew Gray, Pieter Degeling, Abayomi McEwen, 2018-04-19 Changing Clinical Care challenges adopts a fresh nursing and patient centred approach to systemisation to aid patients and their carers The evidence based methodology outlines real world experiences in various sectors of healthcare including primary care cardiac services general surgery and care of long term conditions It sheds light on possible difficulties and examines the key lessons learnt in providing effective systemisation including common problems pit falls and effective solutions It includes high profile prologues by Dame Carol Black Past President Royal College of Physicians of England Dr David Colin Thome National Clinical Director for Primary Care Department of Health England and Professor Alison Kitson Executive Director Royal College of Nursing This book is ideal for all healthcare professionals interested in systemising the delivery of care It is also of great interest to healthcare policy makers and shapers and academics and researchers Managing Change in the Public <u>Services</u> Mike Wallace, Michael Fertig, Eugene Schneller, 2009-02-09 This book explores the management of change to improve publicservice effectiveness It breaks new ground in addressing whypublic service change is becoming increasingly complex to manage how people cope with this new complexity what implications arisefor improving policy and practice and which avenues for furtherresearch and theory building look particularly promising The contributors are all leading researchers from the USA Canada and the UK Together they provide a synthesis of the art thinking on the complex change process in Anglo American contexts policy making for public service reformthat generates managerial complexity and practice in service organizations to improve provision Special reference is made toeducation and health the largest and most complex of the publicservices The analysis has wider relevance for other publicservices and national contexts Managing Change in the Public Services is essentialreading for all concerned with public service improvement leaders and managers in

service organizations administrators trainers advisers and consultants who support the management of change policy makers and public servants and advanced course students andacademics The book also offers general insights for the theory and practice of managing organizational and systemic change

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