

The book was found

Leading Change In Healthcare: Transforming Organizations Using Complexity, Positive Psychology And Relationship-Centered Care



Synopsis

The challenge of transforming organizational culture is at the heart of many key movements in contemporary healthcare, and understanding culture change has become a core leadership competency. However, much current practice is based on antiquated and psychologically unsophisticated theories, leaving leaders inadequately prepared for the complex task of implementing change. *Leading Change in Healthcare* presents relationship-centered administration, an effective new evidence-based alternative to traditional culture change methodologies. It integrates fresh insights and methods from complexity science, positive psychology and relationship-centered care, enabling a more spontaneous and reflective approach to change management. This fosters greater organizational awareness and real participation, as well as improved productivity and creativity, as well as staff recruitment and retention. Case studies drawn from primary care, hospitals, long-term care, professional education, international NGOs and other settings, rather than emphasizing the end results, are demonstrations of how to apply relationship-centered administration in everyday practice. *Leading Change in Healthcare* is a key resource for all practitioners, students and teachers of healthcare management, medical educators, and leaders in all areas of healthcare provision. 'We need a new way of seeing, a new way of leading - and the authors provide a clear guide and resources for the path ahead. *Leading Change in Healthcare* offers hope - and a method. A daily dose is just what the change doctor ordered.' from the Foreword by Carol Aschenbrener

Book Information

Paperback: 362 pages

Publisher: CRC Press; 1 edition (February 20, 2011)

Language: English

ISBN-10: 1846194482

ISBN-13: 978-1846194481

Product Dimensions: 6.7 x 0.8 x 9.6 inches

Shipping Weight: 1.8 pounds

Average Customer Review: 5.0 out of 5 stars Â Â See all reviews Â (4 customer reviews)

Best Sellers Rank: #429,860 in Books (See Top 100 in Books) #130 in Â Books > Textbooks >

Medicine & Health Sciences > Administration & Policy > Practice Management & Reimbursement

#141 in Â Books > Textbooks > Medicine & Health Sciences > Administration & Policy > Health

Policy #161 in Â Books > Medical Books > Administration & Medicine Economics > Health Care

Customer Reviews

Most of the healthcare professionals I know struggle with doubts about whether they can make a difference within their organizations -- the boss is a know-it-all micro-manager, their staff lack motivation, another budget cut has descended along with morale. This book arrives as a practical and world-broadening resource no matter how challenging one's workplace -- rich with insights and examples immediately useful and inspiring to any healthcare professional searching for how to make better use of their precious energy (I believe the book's title is too narrow--it's not just for those who see themselves as change leaders). For those new to the language of relationship-centered administration, here is the best introduction you could hope for. For those fortunate to have been learning from these teachers/authors for a while, here is the compendium we've been awaiting. The guiding theme and question is "how can we attend to this issue, this person, this work in more relational way?" Among the many practices and principles illustrated here that I found especially useful: *how emergent design is richer than our traditional ways of planning (eg, without the burden of having to pretend we have answers, we can be more curious and hence less anxious and better observers of what's influencing people's behavior today) *aspirational, instead of mainly constraint-based, thinking *process-oriented as well as results-oriented metrics *interviewing prospective staff with such questions as: "please tell me story from your work in healthcare that was a great experience or is an example of why you work in this field, something that made you proud to be doing what you do.

[Download to continue reading...](#)

Leading Change in Healthcare: Transforming Organizations Using Complexity, Positive Psychology and Relationship-Centered Care A Lean Guide to Transforming Healthcare: How to Implement Lean Principles in Hospitals, Medical Offices, Clinics, and Other Healthcare Organizations The Cleveland Clinic Way: Lessons in Excellence from One of the World's Leading Health Care Organizations: Lessons in Excellence from One of the World's ... Care Organizations VIDEO ENHANCED EBOOK Palliative Care: A Patient-Centered Approach (Patient-Centered Care) Introduction to the Financial Management of Healthcare Organizations, Sixth Edition (Gateway to Healthcare Management) The Cleveland Clinic Way: Lessons in Excellence from One of the World's Leading Healthcare Organizations Simply Complexity: A Clear Guide to Complexity Theory Teaching Student-Centered Mathematics: Developmentally Appropriate Instruction for Grades 3-5 (Volume II) (2nd Edition) (Teaching Student-Centered Mathematics Series) Teaching Student-Centered Mathematics:

Developmentally Appropriate Instruction for Grades Pre-K-2 (Volume I) (2nd Edition) (Teaching Student-Centered Mathematics Series) Leading Strategic Change in an Era of Healthcare Transformation (Management for Professionals) Leading the Lean Healthcare Journey: Driving Culture Change to Increase Value Culture Change in Elder Care: Leading Principles & Practices in Elder Care Vol. 2 IT's About Patient Care: Transforming Healthcare Information Technology the Cleveland Clinic Way Healthcare Made Easy: Answers to All of Your Healthcare Questions under the Affordable Care Act The Cleveland Clinic Way: Lessons in Excellence from One of the World's Leading Health Care Organizations Cats: Cat Care- Kitten Care- How To Take Care Of And Train Your Cat Or Kitten (Cat Care, Kitten Care, Cat Training, Cats and Kittens) Dogs: Dog Care- Puppy Care- How To Take Care Of And Train Your Dog Or Puppy (Dog Care, Puppy Care, Dog Training, Puppy Training) Communication the Cleveland Clinic Way: How to Drive a Relationship-Centered Strategy for Exceptional Patient Experience Psychology of Sales : From Average to Rainmaker: Using the Power of Psychology to Increase Sales The Heart of Change: Real-Life Stories of How People Change Their Organizations

[Dmca](#)