



# HS 450 - Unit 3 Assignment

*Managing and Leading Change in a Health Organization*

## Unit outcome addressed in this Assignment:

- Differentiate among the different types of teams and task groups and their uses in health care organizations.
- Understand the factors associated with high-performing teams.
- Define the communication process and what constitutes effective communication.

## Course outcome assessed in this Assignment:

- **HS450-1:** Discuss how organizational theories inform organizational structure and management of organizational behavior.

## AHIMA CEE Curriculum Mapping

Domain	Subdomain	Competency
Domain VI. Leadership	Subdomain VI.A. Leadership Roles	6. Build effective teams
Domain VI. Leadership	Subdomain VI.B. Change Management	1. Interpret concepts of change management theories, techniques and leadership
Domain VI. Leadership	Subdomain VI.F. Strategic and Organizational Management	2. Implement a departmental strategic plan
Domain VI. Leadership	Subdomain VI.G. Financial Management	3. Evaluate the stages of the procurement process

## Assignment Requirements

- Please complete all parts in a Microsoft Word document.
- The body of your document should be at least 1500 words in length.
- Quoting should be less than 10% of the entire paper. Paraphrasing is necessary.
- Students must cite and reference at least 4 credible sources from the KU Library.
- Please be sure to download the file "Writing Center Resources" from Doc Sharing to assist you with meeting APA expectations for written Assignments.

## Instructions

You are a healthcare leader within a large multi-campus hospital system. The CEO and Board of Directors have tasked you to facilitate discussion with other health professionals regarding a new EHR system that will be implemented across the organization. Please complete the assignment as indicated in the instructions below.

Part	Competency Assessed	Instructions
1	<i>Build effective teams.</i>	Construct a plan to build effective teams in collaboration for a selecting a new EHR system. Your plan should include at least three (3) team/consensus building methods.
2	<i>Interpret concepts of change management theories, techniques and leadership.</i>	Evaluate the concepts of change management theories, techniques, and leadership by critiquing the challenges with implementing a new EHR system within the organization. Your evaluation should include at least three (3) concepts of change management, risk exposure, organizational design, and/or mergers.
3	<i>Implement a departmental strategic plan.</i>	Demonstrate implementation of a department strategic plan by analyzing strategic planning, critical thinking for organizational leadership, and/or benchmarking. Evaluate the best practices in strategic leadership against the potential pitfalls with implementing strategic plans.
4	<i>Evaluate the stages of the procurement process.</i>	Evaluate the stages of the procurement process by critiquing the value of a Request for Proposal (RFP), Request for Information (RFI), and Request for Quotation (RFQ). Judge the needs for an organization by developing a plan to use each procurement process type. Your plan should include rationale supported by evidence.



## Grading Rubric

Assignment Requirements (100 points)	Points possible	Points earned by student
<b>Part 1:</b> Student has demonstrated the ability to build effective teams.	0-25	
<b>Part 2:</b> Student has interpreted concepts of change management theories, techniques and leadership.	0-25	
<b>Part 3:</b> Student has demonstrated the ability to implement a departmental strategic plan.	0-25	
<b>Part 4:</b> Student has evaluated the stages of the procurement process.	0-25	
<b>Total (Sum of all points)</b>		
<b>Points deducted for spelling, grammar, and/or APA errors.</b>		
<b>Adjusted total points</b>		