Organizational Readiness for Evidence-Based Change Projects

**Organizational Culture**

* St Luke's Health Center has a distinct organizational culture characterized by progressive values, a matrix leadership structure, and a people-centered mission.
* The organization’s culture greatly supports change.

**Level of Readiness for Change**

* The Change and Implementation Readiness Assessment Tool was used to assess the organization’s level of preparedness.
* The survey has revealed that the St Luke’s Health Centre is, to a large extent, prepared for the change.
* As noted by Trans (2017), employees tend to be receptive to change when the organizational structure allows them a reasonable level of autonomy as far as change implementation is concerned.

**Process System and Processes**

* The proposed change seeks to introduce an electronic handover system and a new nurse-to-nurse handover process.

**Strategy To Facilitate the Organization’s Readiness**

* While the St Luke’s Health Centre seems to be reasonably prepared for the introduction of an electronic handover system, some actions could still be taken to further improve its level of readiness.

**Stakeholders**

* Stakeholders in this change process would include the change leaders, nurses, patients, and top-level managers.

**Information and Communication Technologies**

* A database, computer system, and smartphone application are the three information and communication technologies needed for the effective implementation of the change project.

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**Appendix**

Extracts from competes Change and Implementation Readiness Assessment checklists used for

assessing St Luke’s Health Center’s level of readiness for the change project.