

CHANGE IMPLEMENTATIO N AND MANAGEMENT PLAN

NURS 6053

Module Five

Assignment



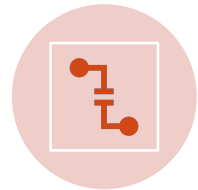
EXECUTIVE SUMMARY OF CURRENT ISSUES



Poor internal communication impacting workflow.



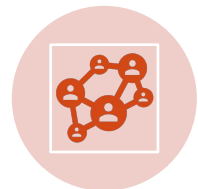
Low employee engagement and satisfaction.



Inefficiencies in current processes.



Findings from Workplace Environment Assessment confirm issues.



Need for improved communication and engagement strategies.



DESCRIPTION OF THE PROPOSED CHANGE



Implement a new internal communication platform.



Streamline communication across all departments.



Objectives: Enhance efficiency and engagement.



Goals: Improve information flow and collaboration.



Easy-to-use interface for better user adoption.





Address critical communication and engagement issues.



Data shows improved communication tools boost productivity.



Positive impacts: Higher employee satisfaction and teamwork.



Evidence supports need for better communication systems.



Benefits: Increased efficiency and organizational cohesion.

JUSTIFICATIONS FOR THE CHANGE



TYPE AND SCOPE OF THE CHANGE

Structural and process change targeting communication.

All departments and teams will be affected.

Implementation
Timeline: Planning (1 month), Execution (3 months), Review (1 month).

Comprehensive overhaul of existing communication systems.

Focus on seamless integration and minimal disruption.



Key stakeholders: Employees, department heads, IT, and communication teams.

Stakeholders will experience improved communication and engagement.

Change Management Team: Project Manager, IT Lead, HR Lead, Department Representatives.

Roles: Oversee implementation, manage technical aspects, handle training, and ensure departmental needs are met.

Collaborative effort to ensure smooth transition and adoption.

STAKEHOLDERS AND CHANGE MANAGEMENT TEAM



COMMUNICATION PLAN AND RISK MITIGATION



Communication methods: Meetings, emails, intranet updates.



Key messages: Benefits, timelines, training information.



Regular updates throughout the implementation period.



Potential risks: Resistance to change, technical issues.



Mitigation strategies: Training sessions, technical support, continuous monitoring and feedback loops.

