# VALUE BY DESIGN

Developing Clinical Microsystems to Achieve Organizational Excellence

EUGENE C. NELSON • PAUL B. BATALDEN MARJORIE M. GODFREY • JOEL S. LAZAR

**EDITORS** 

# Value By Design Developing Clinical Microsystems To Achieve Organizational Excellence

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Team Coaching Team Coaching case studies demonstrate its effectiveness in empowering frontline teams and improving their capabilities Simultaneously insights into multi level leadership guide horizontal and vertical integration efforts for organizational success Workforce Development and Well being Updated strategies for interprofessional education and development early in a career and throughout a career to learn to provide care and improve care is included System Wide Improvement New models and insights underscores the importance of integrating micro meso and macro systems to create a cohesive and efficient healthcare system This involves aligning goals processes and communication across different levels of the organization Data Driven Decision Making Strategies for building information rich environments and leveraging data at all levels including key measurement and change management techniques Patient Safety and Reliability A personal case study offers a fresh perspective on error prevention and improving reliability Action Guide An updated guide to accelerating improvement in clinical mesosystems Remember Successful implementation of the microsystem approach requires a long term commitment to continuous learning collaboration and adaptation By fostering a culture of improvement and empowering staff at all levels organizations can harness the power of microsystems to achieve their quality and safety goals This expanded edition solidifies Quality by Design as an indispensable resource for anyone committed to transforming healthcare through the power of microsystems Clinical Nurse Leaders Beyond the Microsystem James L. Harris, Linda A. Roussel, Patricia L. Thomas, 2021-08-04 Clinical Nurse Leaders Beyond the Microsystem A Practical Guide Fourth Edition is a core resource for CNLs which imparts the competencies necessary to lead improvement teams analyze data and ensure delivery of quality safety and value based care in any healthcare setting <u>Initiating and Sustaining the Clinical Nurse</u> Leader Role James Leonard Harris, Linda Roussel, Patricia L. Thomas, 2016-12-14 Initiating and sustaining the clinical nurse leader role third edition is an essential resource that outlines the role and core values of the clinical nurse leader while simultaneously providing valuable content for the CNL certification exam The third edition features expanded content around the CNL role and offers compelling examples that illustrate the CNL s influence on care coordination health promotion and high performance interprofessional care teams Page 4 de la couverture **Finding What Matters Most to Patients** Thom Walsh, 2019-01-10 Research shows that the importance of patient reported outcomes improved decision support and care coordination is growing rapidly as new payment models transform healthcare delivery This has led to the use of new measures and communication techniques including shared decision making and motivational interviewing Using patient reported outcomes at the point of service helps providers identify what matters most to the patient in front of them now Describing treatment options and deciphering a patient's preferences effectively is a process which has been likened to arriving at a diagnosis Providers make a medical diagnosis by discerning a patient s primary complaints past history exam findings and test results A preference diagnosis can be thought of similarly Providers work with their patients to identify what matters most to them discuss the risks and benefits of the available treatment options and support the patient as

needed through the decision making process Once informed of their options patients frequently chose treatments that require modifying their habits Motivational interviewing helps patients and providers understand what matters most now and design care plans that provide appropriate support While many healthcare providers and leaders may be familiar with patient reported outcomes from research articles and have heard of shared decision making and motivational interviewing few have experience using them Fewer still understand how each relates to the other This book helps leaders and healthcare providers better understand how to use patient reported data to their advantage at the point of service The book provides the background for developing shared knowledge and shared language along with extensive examples of dialogue between providers and patients In addition the book contains personal interviews of subject matter experts who have significant experience using these measures. The result is a comprehensive understanding of how these measures and techniques can help providers organizations and patients navigate this modern healthcare management opportunity Care of the High-Risk Neonate - E-BOOK Avroy A. Fanaroff, Jonathan M. Fanaroff, 2025-01-24 Selected for 2025 Doody's Core Titles in Perinatal Now in full color for the first time Klaus and Fanaroff's Care of the High Risk Neonate Eighth Edition remains your reference of choice for concise authoritative guidance in today's NICU Top experts offer comprehensive yet easily accessible coverage of recent advances in this challenging field and include personal and practical editorial comments that are the hallmark of this highly regarded text This fully revised edition helps you take advantage of recent advances in the NICU that have improved patient care outcomes and quality of life with expanded coverage of genetics and newborn screening new diagrams and tables many new contributing authors and much more Covers all aspects of high risk neonatal care including resuscitation transport nutrition respiratory problems and assisted ventilation and organ specific care Features case studies editorial comments that provide pearls and red herrings question and answer sections at the end of each chapter and interactive questions online These popular features set this book apart from other NICU related titles Contains updated content throughout easy to follow clinical workflow algorithms numerous tables and illustrations useful appendices with drug information normal values and conversion charts Offers vastly expanded coverage of genetics inborn errors of metabolism and newborn screening as well as an all new chapter on Essential Neonatal Pharmacology for Clinical Providers in the NICU Includes expanded chapters on Genetics and Inborn Errors of Metabolism also discusses the many diseases and conditions that once had poor survival prognoses but now have improved outcomes erythroblastosis fetalis group B streptococcal sepsis respiratory distress syndrome and many more Uses a new full color format for visual appeal readability and quick reference An ideal everyday reference for neonatologists and trainees pediatricians neonatal nurse practitioners and NICU nurses Sustainably Improving Health Care Paul Batalden, Tina Foster, 2022-02-22 Culture Context and Quality in Health Sciences Research Education Leadership and Patient Care Second book in a series of five Sustainably Improving Health Care promotes the importance of integrating improved care outcomes system performance and

professional development so that the future of health care advancement is creative and sustainable It addresses the challenge of creating and nurturing a culture of continuous improvement that is able to sustain and generate creative professional work for the improvement of health care Using real world examples the book succinctly reveals how the model can be practically applied from a variety of different perspectives. This book makes the persuasive argument that well intended efforts to redesign and reform health care will enjoy only short lives without the full commitment and engagement of the health care worker the product of the sustainability and capacity building engine of professional development Dave Davis MD CCFP FCFP in the Foreword This book is about a model that has emerged from our own work our observations of the work of colleagues and others and our refl ections about the requirements for the future of the continual improvement of health care We explore its origins its content and manifestations and its implications particularly for health professional leaders interested in the ongoing improvement of health care Form and vitality develop in the model as it engages reality the reality of trying to create cultures of sustainable generative approaches to the ongoing improvement of health care From the Value-Added Roles for Medical Students, E-Book Jed D. Gonzalo, Maya M. Hammoud, Gregory W. Preface Schneider, 2021-07-29 Providing real life clinical experiences and context to medical students is an essential part of today s medical education and the partnerships between medical schools and health systems are an integral part of this approach Value Added Roles for Medical Students the second volume in the American Medical Association's MedEd Innovation Series is a first of its kind instructor focused field book that inspires educators to transform the relationship between medical schools and health systems with authentic workplace roles for medical students adding relevance to medical education and patient care Gives instructors the tools needed to create roles for medical students in the health system that benefit the student's growth empathy and understanding of patient needs develop a working knowledge of the health system itself and provide true value to both the health system and patient experience Contains both theoretical and practical material for instructors and administrators including guidance on how to implement value added roles for medical students in today s institutions Explains how to apply a framework to implement value added clinical systems learning roles for students develop meaningful medical school health system partnerships and train a generation of future physicians prepared to lead health systems change Provides numerous examples from schools with successful implementation of value added medical student roles such as patient navigators community based health care programs involving medical students and more Describes real world strategies for building mutually beneficial medical school health system partnerships including developing a shared vision and strategy and identifying learning goals and objectives empowering broad based action and overcoming barriers in implementation and generating short term wins in implementation Helps medical school faculty and instructors address gaps in physician training and prepare new doctors to practice effectively in 21st century health care systems One of the American Medical Association Change MedEd initiatives and innovations written and edited by members of the Accelerating Change in

Medical Education Consortium a unique innovative collaborative that allows for the sharing and dissemination of groundbreaking ideas and projects 
Transforming Relationships for High Performance Jody Hoffer Gittell,2023-05-25 A guide to using positive organizational change to do more with less from the acclaimed author of The Southwest Airlines Way Whether from customers supply chain partners policymakers or regulators organizations in virtually every industry are facing calls to do more with less They are feeling compelled to provide higher quality outcomes more rapidly at a lower cost This book offers a road tested approach for delivering these outcomes through positive organizational change Its message comes just in time for too many companies have gone the way of low road strategies such as cutting pay and perks and working harder not smarter Drawing on her pathbreaking research Jody Hoffer Gittell reveals that high performance is fundamentally relational rooted in both human and social capital Based on this insight she provides a unique model that will help companies build meaningful relationships among colleagues develop smarter work processes and design organizational structures fit for today s pressure test By following four organizations on their change journeys she illustrates how relational coordination unfolds in real world settings In addition tools for change guide readers as they learn how to implement this new model in their own workplaces

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