The Beckwith Institute
for Innovation in Patient Care

Implementation Road Map for The Transformational Model

KEY QUESTIONS	*STEPS*	*TOOLS*	*TIMEFRAME*	*RESULTS/DELIVERABLES*	*DEVELOPMENTAL REQUIREMENTS*
" Do I want or need to go somewhere different?"	1. **Strategic Visioning & Decision-making**	•Articles •Brochures •Fellowship Seminars •Consultant •Web Page	1-2 weeks	•Reach decision to implement •Begin assessment of strategic plan vs. reality	•Knowledge of Model •Knowledge of Paradigms •Principles of Transformational Leadership
"Where do I need to go?"	2. **Assessment & Planning**	•Staff Assessment •Action Plans •Consultant •Organization Strategic Plan	12 weeks	•Complete Action Plans (strategic/system approach) •Develop Divisional Plan (division/hospital approach)	•Assessment Strategies •Strategic Planning Skills •Change Management •Development and appraisal of Action Plans
"What do I need to get there?"	3. **Building Support Structures**	•Action Plans •Consultant •Workshops	2-8 weeks	•Infrastructure in place to support implementation	•Transformational Leadership •Situational Leadership •Planning for Change •Communication & Influence Strategies •Conflict Resolution Strategies •Creativity and Innovation
"The journey begins…"	4. **Implementation**	•Action Plans •Grids •Staff Survey •Nominal Group Technique •Consultant •Workshops	3-9 months	•Assess Divisional Plan vs. Work Unit Reality •Complete Work Unit Plans •On-going resolution of priority issues	•Communication Strategies •Team Building •Delegation •Peer Review •Interviewing for Hardiness •Understanding Authority, Accountability, & Responsibility •Proactive Team Development •Negotiated Care •Work Re-Design •Performance Management
"How do I know when I get there?"	5. **Evaluation**	•Staff Survey •Corporate Report Card •Performance Evaluation •Co-Worker Feedback Forms •Patient Satisfaction Scores •Action Plan/Revisions	On-Going	•Review & revise Action Plans •Annual review of progress •On-going assessment of organization/department needs	•Research Data Gathering Skills •Quality Assurance Techniques •Process Improvement •Comparative Analysis •Visioning Techniques

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