

## Clinical Readiness - Unique Strategies to Empower Clinical Transformation for EHMR Implementation

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# Clinical Readiness - Unique Strategies to Empower Clinical Transformation for EHMR Implementation

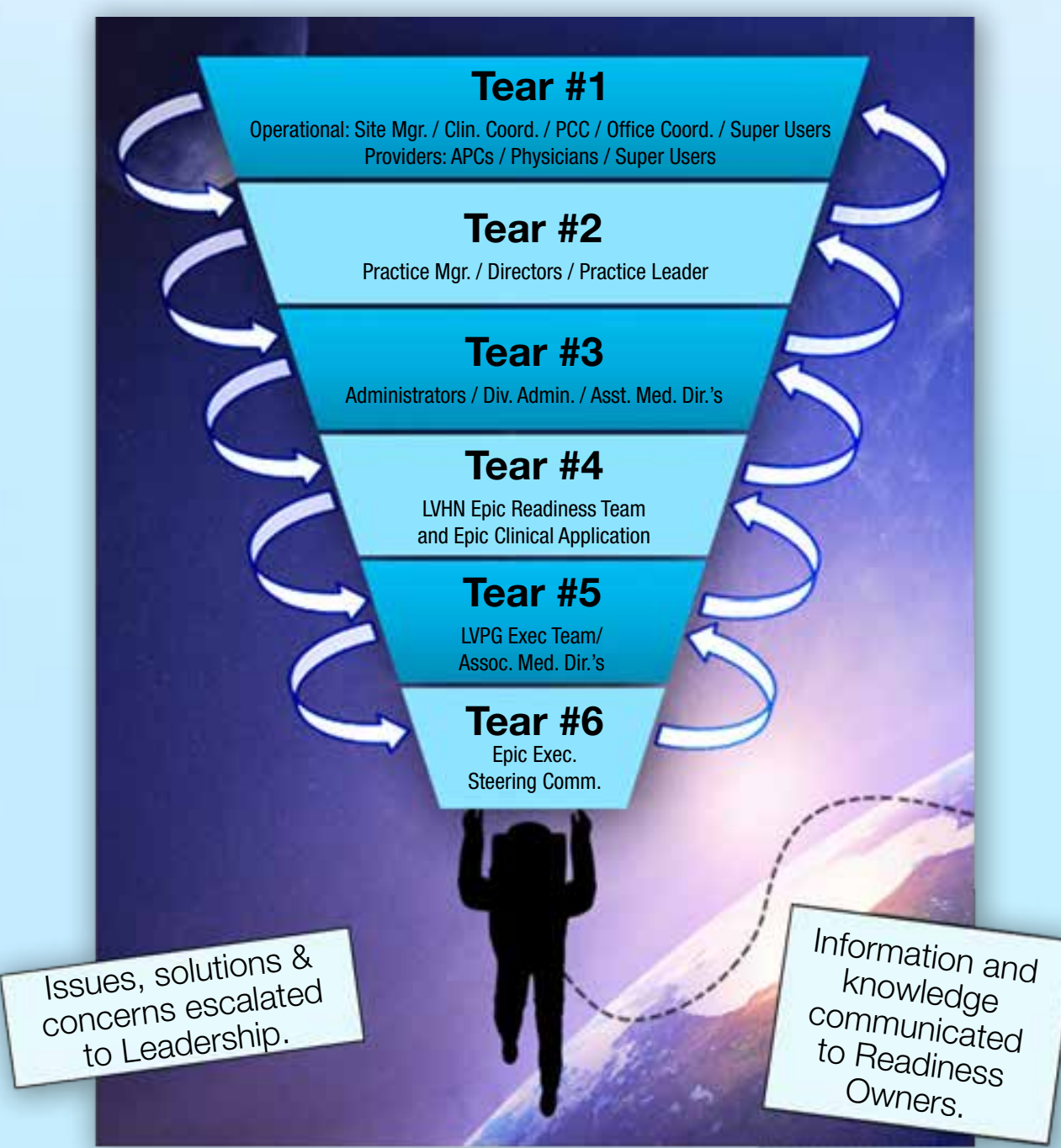
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**Overview:** Clinical Readiness Program - A proactive approach to anticipate and address clinical implications of a major EMHR implementation. This presentation highlights unique strategies which engage and empower operational leadership to ensure input by clinical users and leaders.

## Successful Strategy #1

### Communication

- Communicate, Communicate, Communicate
- Secure operational sponsorship
- Align with communication team
- Transparency
- Utilize tiered communication concept
- Embed organizational development
- Utilize “Rounders”



## Successful Strategy #2

### Gap Tracker Utilization/Customization

- Qualify the gaps
- Prioritize the gaps
- Develop education to address gaps
- Identify Readiness and Operational Ownership
- Link to education and resource materials
- Maintain transparency of gaps

## Successful Strategy #3

### Rounders on the Move

- “Rounders on the Move” provided scheduled rounding to all nursing units, utilizing knowledgeable trainers for post-classroom training, reinforcing workflow and closing the gap between classroom training with workflow.
- Equipped with mobile workstations, workflow focused educational tools, and unit schedules.
- Rounding times were scheduled and published, allowing unit leadership to schedule staff to attend.

Rounding Schedule Week of July 6									
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday
1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation	1. Worklist 2. Order Management 3. Medication Reconciliation

### Rounders Responsibilities PRE-Implementation

- Communication
- Education; focused on workflows and gaps
- Super User and Unit Educator liaison
- Introduce and/or reinforce workflow tools and tip sheets
- Timely management of resource materials
- **Round on all units, across shifts, including weekends**
- Cutover activities

### Rounders Responsibilities POST-Implementation

All Pre-Implementation Responsibilities *plus*

- Encourage use of Super User reports and surveys
- Attend Super User Conference Calls; pulse on themes

## Measuring Success

### Staff Perspective:

- Positive Readiness Survey Results
- Timely; utilized cadence approach
- Clinical Departments noted the relevancy of the rounders, embraced the strategy to compliment classroom training
- Two rounders reached over 1000 colleagues across all inpatient locations

### Trainers’ Perspective:

- Advanced planning was successful
- Impressed with staff commitment to success of implementation
- Time to practice was great benefit to end users

## Lessons Learned

- Silos persisted
- Enterprise Operational Epic Program Governance Plan
- Small Group had a big impact on Operation Readiness!

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