

NURS FPX 8010 Assessment 2

Strategic Plan Appraisal

Strategic planning is basically the process of determining an organisation's course since it defines how one gets from where one is to the position one wishes to be in the future. For our purpose, a strategy plan involves defining what a particular company wants to achieve and what it considers essential as it undertakes its daily operations. And it also demonstrates how each of these values will be achieved. Strategic planning, theoretical and as well as practical, presents long term vision and short term tactics for the vision to be achieved.

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Strategic plans can be changed to fit the needs of each company, but they usually have these parts: It is worth stating that such diagrams are comprehensible, specific, helpful, and versatile. In this article, I shall be describing Harris Health System-Ben Taub Hospital's strategic plan for 2021–2025. They can embrace balanced scoring, truth of the data, and a feedback from the stakeholders in the particular field. There are five sections in the plan, which will be discussed in the present research study.

Strategic Plan Analysis

The Ben Taub hospital is located at Houston, Texas, and it is a unit of the Harris Health System. This plan of work contemplates the population of Harris County, Texas, which is 3,999,000. It has the third highest population density per square kilometer in the whole of the country. This country has a state healthcare system that entitle the people to basic health care, specialist and medical care. Here are five major concepts present in the hospital's business plan as to demonstrate its future direction. Such bases are people, one of which is Harris Health System, quality and patient safety, community health management, and utilization of assets to the maximum.

Just as the preceding pillar, each part of this current pillar has a goal and a means to that goal. Many different people are also often engaged in the ensuring that these pillars are actually properly desk implemented. What the first principle of quality and patient safety ensures the hospital system will become is what is known as A high reliability organization (HRO). Perhaps the problem lies in the fact that since they value quality and patient safety in very high regard, they expect no harm to patients is not only possible but expected. They do this with something

that they refer to as an Event and Incident Reporting System, or EIRS for short. This is the place where a problem or an issue can be documented, tendered and investigated in a way so that the process need to be improved or altered in order not harm people.

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In the people pillar, this is their main objective: the aim to receive and, in turn, plan to address the chance areas with a high impact on the patients, employees as well as the medical staff. They feel they can improve the conditions for all the three types and actualize the basics of the system that few people cherish, respect, and rely on. Whenever there is feedback that can be used together with follow-up, customers are always satisfied. The one Harris Health System core is all about addressing the operation of the health facility as one large entity. This is done, so that the difference in delivery of care between one level and the other in the system is reduced to the barest minimum. For the fourth pillar of population health management, they would like to enhance a health approach that is multi-level.

This approach depends on high-yield ahead-of-time, distant, and community health services that are implemented with the help of clinical and social services partners and are supported by population health intelligence and technology that is available. The main emphasis of care in this country for over a hundred years has been devoted to the treatment of diseases all the time. They believe that a shift of emphasis back to the management of community health will transition them to health promotion and disease prevention (HHS, 2021). Having devoted themselves to getting and using real-time, usable information for every decision they make, they will be better placed to perform more of the value-add activities and fewer of the non-value activities. In the final element of infrastructure efficiency, they wish to make the most of their investments made in facilities, IT and telehealth, information security as well as health informatics to be in a position to meet future as well as present patients' needs, leveraging on worth and minimizing with the objective of creating safety.

The aforementioned five factors are in one way or the other related to the organization's mission, strategic direction or beliefs. When there is no vision, people die in those places. This group's objective is " to enhance health outcomes for those most vulnerable in Harris County by addressing quality and coordination of care and education in an academic health system serving all Harris County through providing and promoting the absolute best public academic health care System in the United States of America. That is why they care about maintaining a cohered structure of the Harris Health System, about accountability, about the honesty of leaders, about the innovation, about the research, and about people's trust, recognition, and respect among each other (HHS, 2021).

Validity of Data and Analytical Strategies

Managers and organizations use key performance indicators (KPI) as a tool, which allows them to define the direction of change and the pace of organization's performance. In reference to the Harris Health System, the following are some of the ways that were used to monitor KPI within every aspect of the discussed above five pillars. As for the quality and patient safety pillar, they turned to Vizient and other quality measurement instruments to find out what exactly they had to do.

For the people pillar they applied measures such as a nursing strategic plan that enables the nurses practice so that they do not leave the practice setting and the nursing practice setting to grow professionally, an action plan for patient satisfaction, and the involvement plan for both employee and doctors. Towards this goal for the third pillar of one Harris Health System, flow, reducing variation and waste, increasing the percentage of oncontract things bought, changing bed and many more are using the KPIs . The fourth pillar more specifically called for population health management to use KPS for among other things, develop a plan of action regarding social determinants, identify where health care is most required and set up care support systems, collaborate with the community health choice to build a referral system.

The last principle, which is infrastructure optimization, is applied using such metrics as making a plan to provide technology to the community, establishing a network of basic care delivery that addresses the population's primary care needs, adopting a detailed facilities plan to determine the new hospitals needed to accomplish the system's legal mandate (HHS, 2021). With these important steps this group will be in a position to achieve its objectives.

Stakeholder Input

KPI makes it easy for organizations to know their goals and the extent they have achieved them. This is how Harris Health System tracked their KPI within each of the five pillars we discussed above: Regarding the quality and patient safety pillar, they leveraged Vizient and other quality measures to determine what they had to do. For the people pillar they employed strategies such as a nursing strategic plan which assists the nurses to remain at the workplace and develop, an action plan for patient satisfaction, and an engagement plan for the employees and the doctors. For the third pillar of one Harris Health System, flow, reducing variation and waste, increasing the percentage of on-contract things bought, and changing bed management to make it more efficient are all being used to reac Stakeholders are defined as those people, groups, or communities that have a direct interest in the process and or outcome of a project, study or policy endeavour (Boaz et al. , 2018).

Harris Health asked executives, clinicians, board members, and employees what it is like to work for the entire health system. They intended to apply this method in order to establish useful comments, to develop new forms of communication and to build an open society. For the study, internal stakeholder groups were formed, and individual and group interviews were conducted,

and discussions were held with the clinical chiefs of service, as well as leadership subgroups for inpatient and outpatient care. To learn how it could proceed and how it could remain relevant in the community, Harris Health also interviewed numerous community partners from across Harris County. Among those who participated were the Harris County Judge and Harris County Commissioners, elected officials, county representatives, city leaders, representatives of community based organizations, and members of the Harris Health patient and family advisory committee. A survey was also conducted on line to more than 11,000 employees and doctors of the Harris Health. This is done to try and understand the business better and what could possibly be incorporated in the strategic plans.

h this goal. The fourth pillar, population health management, utilized KPS in order to perform tasks such as developing a comprehensive approach to address social determinants, identifying areas that require health care services and establishing systems of care support, working with community health choice in building a referral network that will equally help to reduce hospital readmissions and finally, to enhance on the number of telehealth access points in the community. The last pillar, infrastructure optimization, had such KPI as, for instance, developing a plan to provide technology to the community, developing the network that helps to address the primary care needs of the population, and developing the facilities plan that would contain information about what new hospitals are required for the system to meet the legal mission (HHS, 2021). This group shall be in a good position to accomplish its goals with the aid of these significant measures.

Balanced Scorecard (HHS, 2021).

Objectives

Measurement

Initiatives

Customer	Get rid of occurrences that never happen, high-harm reportable events, and hospital-acquired illnesses that can be avoided. Create and spread a mindset of responsibility and fairness throughout the company..	A drop in safety even for every 10,000 adjusted patient days, Drop in HAC for every 1,000 releases, Less staff churn on their own	Make employees more likely to share problems and make information more available.
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Internal process	Make sure that everyone in the company follows the same rules and guidelines, Get a profit margin of 2%.	The amount of policies and procedures that aren't being followed anymore has gone down, and medical services income and the total running margin have gone up.	The amount of policies and procedures that aren't being followed anymore has gone down, and medical services income and the total running margin have gone up.
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Learning and Growth	Boost the involvement of both employees and providers	The average participation score went up.	Show an attitude of patient-centered care, make workers happier, and keep providers from getting tired..
Financial	Make sure that the actual system for treating patients is safe, effective, and able to last.	There are more risk management techniques in place for high-risk power breakdowns.	Make an in-depth facility plan to figure out what new hospital buildings are needed to meet patient needs.

Conclusion

It is thus important to have a strategy plan for a company to achieve its main goals and objectives and this must be clear, detailed, useful and all-embracing. This ensures that the company is properly positioned and that its objectives and missions are properly achieved. There will be some plans which may be more critical than others, but the company should not be oblivious of the other plans because one plan may appear to be dominating or even misdirected.

Reference

Boaz, A., Hanney, S., Borst, R., O'Shea, A., & Kok, M. (2018). How to engage stakeholders in research: Design principles to support improvement. *Health Research Policy and Systems*, 16(1).

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