

Change management is a well-established profession with actual data and best practices for navigating the process of change. Leaders in the profession must foster an atmosphere of change: Creating a feeling of urgency, Assembling a coordinating alliance, and Developing a future state vision. As the practice's manager, you should select employees who fully get the practice's objectives and future state vision and are enthusiastic about assisting in achieving those objectives. They can understand the why, how, and urgency and are able to express it to all practice employees adequately, and possess the understanding of procedures, workflow, and practice operations. They are being "people-oriented" and aware of each team member's unique talents and how they may contribute to all stages of the transformation.

The EHR lifecycle demands a major financial, time, and resource commitment in choosing an EHR vendor for the practice. A vendor and a practice may have a long-term relationship, and some characteristics of that connection may have an impact on the practice for many years to come. To successfully implement change in the workplace, leaders can take the following steps: To lead the guiding team, develop and grow one or more champions. The champion(s) should be members of staff who can keep the implementation process going ahead and are supportive of the change. Engage the practice personnel in the development of the EHR's functional and technical requirements so they may contrast the EHR's specifications with the practice's clinical and operational needs. Include enough time for staff training and implementation. There could be a transitional period (with some difficulties); if difficulties continue, reeducation may be required. Practice leaders may turn staff input into system upgrades by including staff in all implementation phases. Practice leaders may lessen some of the workload on employees by making minor adjustments to the system to enable improved workflows.

Reference-

Office of the national coordinator for Health Information Technology. (2013, April 30).
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