



Changes in Healthcare

- Who has experienced a change in the last year?
- Month?
- Week?
- Day?



Objectives

- Define change and transition.
- Identify the 3 phases of transition.
- Discuss the need for transition.
- Define the change formula.
- Discuss changes in the RT world today.



Change

- **Event**
- **Situational**
- **External**

Change

SOMETHING OLD STOPS

SOMETHING NEW BEGINS

Change

Events
Situational
Outcome – focused
Relatively quick

Transition

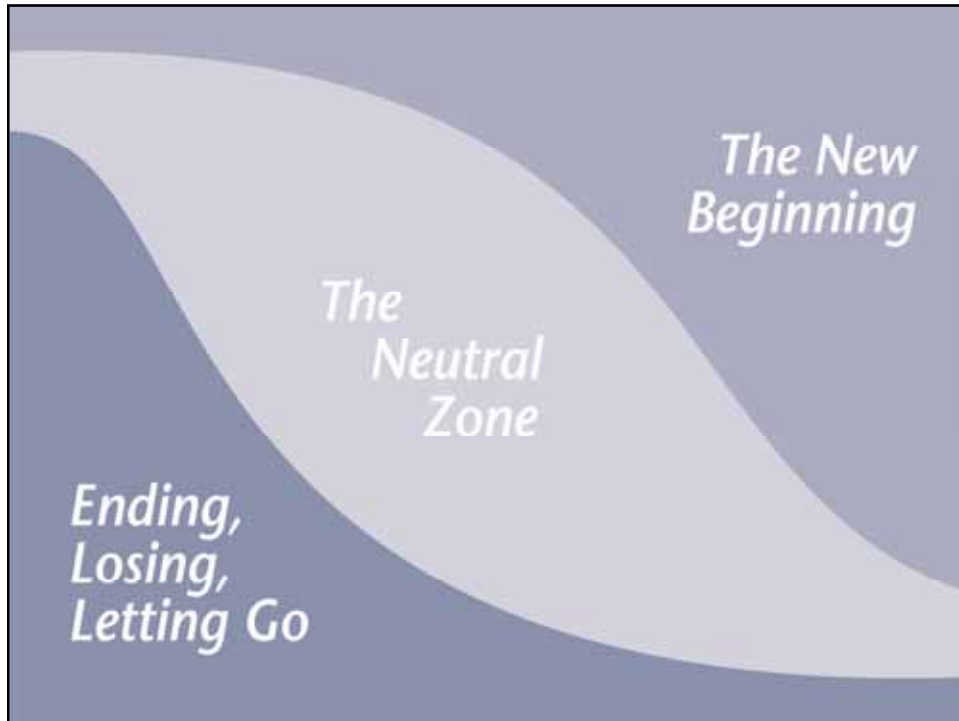
*Experience
Psychological
Process based
Gradual and slow*

Process



- Be understanding
- Show empathy
- Be patient
- Help each other





7 Principles of Transitions

1. You have to end before you begin.
2. Between the ending and the beginning, there is a hiatus.
3. That hiatus can be creative.
4. Transition is developmental.
5. Transition is also a source of renewal.
6. People go through transition at different speeds.
7. Most organizations are running a "transition deficit."





Resistance

It's the transition not
the change that people
often resist.

Loss of their identity and
their world

Disorientation of the
neutral zone

Risk of failing in a new
beginning



WILLIAM BRIDGES & ASSOCIATES



Resistance Reflection

- What am I doing to contribute to the slow movement of change, or the prevention of transitions moving forward?
- What's keeping me where I am?



Change Equation

Change = $D \times V \times P > \text{Resistance}$

D = Dissatisfaction

V = Vision

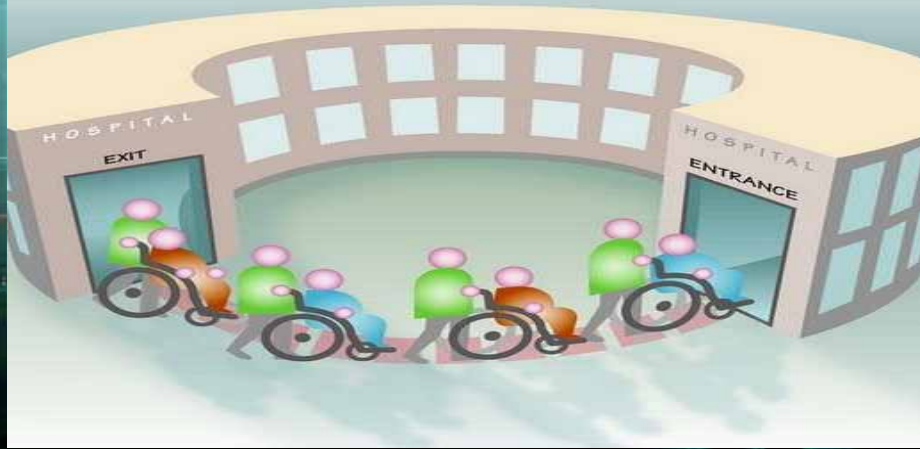
P = Plan

Change will not occur if
D, V, or P = 0

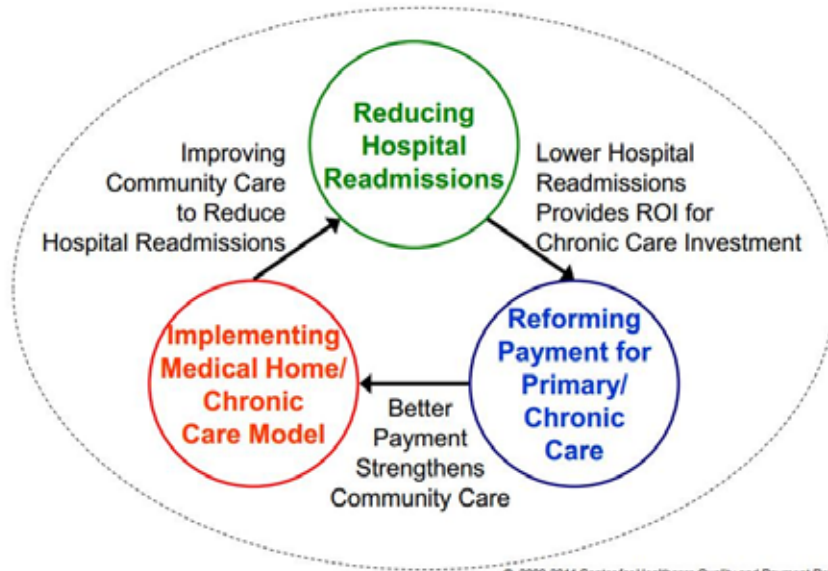




Readmissions



Marrying the Medical Home and Hospital Readmissions



Support - HR 2619

H. R. 2619

To amend title XVIII of the Social Security Act to provide for Medicare coverage of pulmonary self-management education and training services furnished by a qualified respiratory therapist in a physician practice.



“THE SECRET OF
CHANGE IS TO FOCUS
ALL OF YOUR ENERGY,
NOT ON FIGHTING THE
OLD, BUT ON BUILDING
THE NEW.”

— *SOCRATES*