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**Objectives**

- Define change, the change formula and discuss the need for transition.
- Examine current changes in healthcare and define key terms.
- Discuss changes in the RT world today and identify ways to find motivation during times of change.
- Discuss the trilogy approach to facing tomorrow.



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**Healthcare is Changing**  
Are you?

**•Who has experienced change?**

- ✓Year
- ✓Month
- ✓Week
- ✓Today

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# Change

Events  
Situational  
Outcome – focused  
Relatively quick

*Experience  
Psychological  
Process based  
Gradual and slow*

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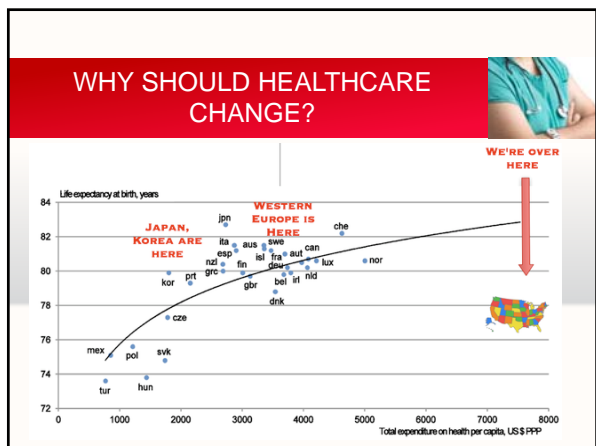
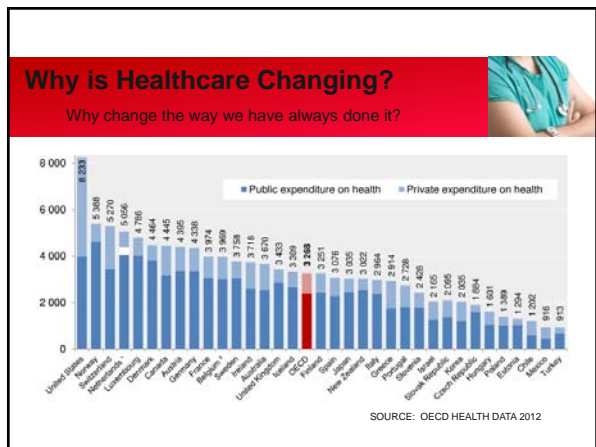
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**CHANGE EQUATION**  
WHAT MAY BE HOLDING YOU BACK?



Change = D x V x P > Resistance

D = Dissatisfaction

V = Vision

P = Plan

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

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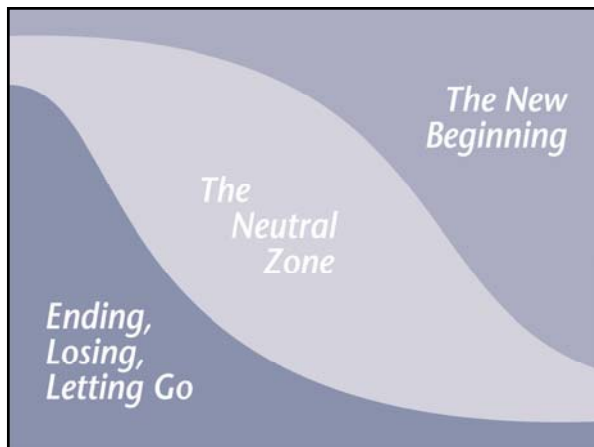
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*Ending,  
Losing,  
Letting Go*

*The  
Neutral  
Zone*

*The New  
Beginning*

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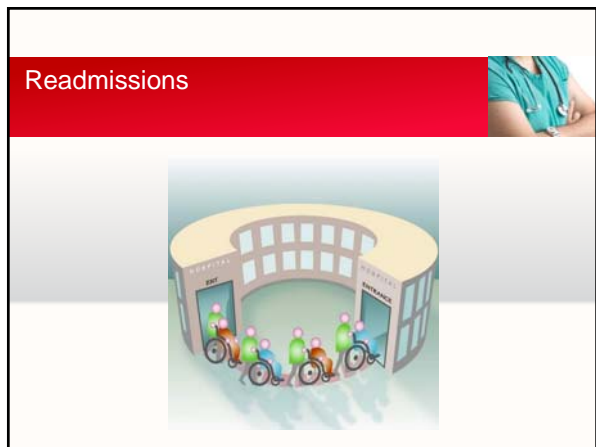
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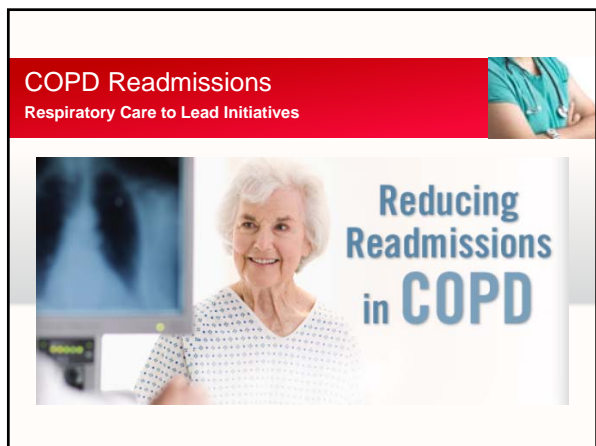
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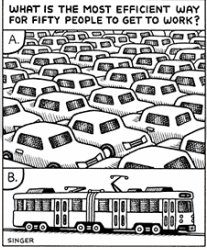
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**WE MUST BE CREATIVE**  
LET GO OF THE OLD WAYS & FIND NEW WAYS

New Roles???

NOW is the time...

- Population Managers
- COPD Clinics
- COPD Programs
- TeleHealth



A cartoon by SINGER titled "WHAT IS THE MOST EFFICIENT WAY FOR FIFTY PEOPLE TO GET TO WORK?". Option A shows a dense traffic jam of 50 cars. Option B shows a single bus carrying 50 people.

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**Population Health**  
Collaboration = Patient Center Care



- Value-Based Purchasing
- Patient Experience
- Shared Goals

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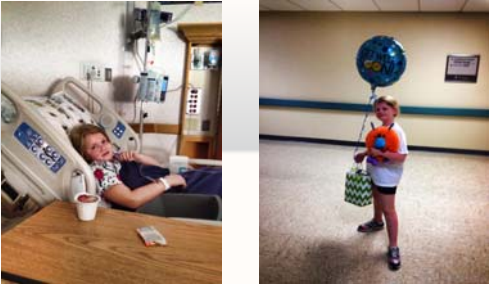
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**Dehydrated Culture**



Two photographs side-by-side. The left photo shows a patient lying in a hospital bed, looking unwell. The right photo shows a young child in a hospital hallway holding a blue balloon and a gift bag.

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### How to Stay Motivated

Heading Into the Future



- 1. Finding purpose in what we do.
- 1. Be part of something great!
- 2. Having influence over one's work. Being part of the decision making

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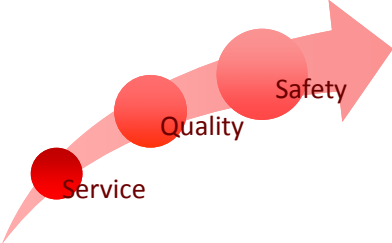
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### Impacting Outcomes



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# THANK YOU!

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