Health Care Organizations Analysis

Name

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Course

Instructor

Date

**Background**

Jerry Jackson is an interventional and clinical nephrologist. In the case study, the author reviews the change approach implemented by Jerry Jackson in minimizing the rate of mortality among End-Stage Renal Disease patients treated with hemodialysis. In order to understand the factors and conditions that contributed to a high rate of mortality among this patients, Jackson gradually developed a great sense of understanding through evidence-based practice, intensive research, and consulting other professionals in the field on the subject. Through this approaches, he developed measures that could be embraced to minimize the rate of mortality among such patients. In application of evidence-based practice, Jackson engaged in an intensive review of peer reviewed articles and hence borrowed ideas related to his subject. In addition, he was able to compare the findings from the different research materials to his patients’ actual state and progress. According to the findings by Jackson, the high mortality rate related to End-Stage Renal Disease was mostly associated with low levels of albumin. It is based on these findings that Jackson established an intervention that involved increasing his patients’ albumin levels in view of influencing the mortality rate among them. It is evident from the case that change within health care practice and other fields can be effected through interplaying profound knowledge, strategic intelligence, and facilitating the development of a foundation of learning.

**Health Care Delivery Model**

The case study has employed the Shared Governance Model as the health care delivery model. This model is also recognized as the Magnet Hospital Environment. This is a unique model that allows for integration of the core values and beliefs applied in professional practice in line with promoting quality care (Ruger, 2011). The shared Governance model presents various benefits, which include: Increased collaboration among health care providers; promotes autonomy among individuals of the health care delivery team, thus speeding up the process of decision-making and facilitating quick response to emergencies; inclusive decision-making among providers of health care services (Ruger, 2011).

**Organizational Structure**

The organization has designed a flat structure. Though holding different positions, all the members of the organizations are considered equally important when it comes to the process of decision making. As such, all the members are equally heard and their contributions given equal weight before coming to an implementable conclusion. It is upon Jackson to provide enough evidence that would prove to his colleagues in the field and across the health care system that the proposed approach is effective in reducing the rate of mortality among hemodialysis treated patients suffering from End-Stage Renal Disease.

**Communication Patterns**

Workplace communication is important in ensuring cohesion and a uniform flow of events across the organization. It allows the health care providers to be on the same page concerning different aspects that may affect the patient and thus to effectively carry out approaches that would promote not only the healing of the patient but also a good experience throughout the healing process. Through proper communication, individuals are able to foster good practices at the workplace and to effectively influence each other hence facilitating learning (Creutzig, et al., 2012). All the patterns of communication are well represented in the case study, including the horizontal communication, top-down communication, and bottom-up communication. The Horizontal communication pattern is evident when Jackson makes tremendous efforts to consult other individuals within his profession and across the health care in order to get their approval and opinions before proceeding with the intervention (Creutzig, et al., 2012). The Top-down communication pattern is evidenced by the guidelines that are offered for physicians and other practitioners to use as standards of their practice. Such information comes form the management and hence ought to be implemented (Creutzig, et al., 2012). The Bottom-up communication pattern is evidenced by the research contributions made by different parties across the field towards management of End-Stage Renal Disease patients. Once such information has been developed, it is adopted by top management administrators and implemented across the organization (Creutzig, et al., 2012).

**Negotiation Strategies**

Being an inclusive environment, accommodation and collaboration strategies are the main strategies used in negotiations. When referring to collaboration each party puts in enough efforts towards understanding the behavior and nature of the other party, thus allowing for them to come to a mutual understanding around an (Bickmore & Schulman, 2012). As much as Jackson and some of his colleagues may disagree with the issues surrounding the applicability of the findings, each of them establishes efforts towards understanding the position of each other. Accommodation allows for upholding of a good relationship all through the negotiation process (Bickmore & Schulman, 2012). Jackson utilizes this approach when consulting his colleagues. Each was receptive of the ideas that were brought in by the other party and they all gave their honest opinions of the findings, allowing for arrival at an agreeable conclusion.

**Relationship Building**

Jackson’s organization has established various avenues through which individuals can promote relationship building, including through Scheduled Quality Review Committees, which allow individuals to share issues that affect them such as issue of quality, and to establish a network of information that can be beneficial across the organization towards improving quality (Bachmann & Inkpen, 2011). The practitioners and researchers within the organization and across the field also promote relationship building through fostering sufficient communication of the findings of each of the researchers to the others in the area, and allowing for the use of scientific methods to challenge the findings, an aspect that promotes accuracy and trust.

**Organizational Performance Change**

Jackson established that an increase in the albumin levels was reflective of changes in the mortality rate and hence implemented this as an intervention tom reduce the level of mortality among End-Stage Renal Disease patients. Jackson’s initiative was as a result of initial research that had identified a positive relationship between the albumin levels and the rate of mortality among End-Stage Renal Disease. The implementation of the intervention led to a decrease in the mortality rate among the participants.

**Regulations and Accrediting Bodies**

To ensure effective monitoring of the intervention, it was important for the Renal Association to be consulted. This association develops standards that are used to oversee hemodialysis practices (Mehrotra, et al., 2011). These standards would be used to inform the process of effectively determining right serum albumin concentrations and any other contraindications that are important to the intervention (Mehrotra, et al., 2011).

References

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