Banner Health Organizational Readiness and Strategic Plan

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Describe the healthcare organization or network.

One of the biggest non-profit organizations in the United States is Banner Health, based in Phoenix, Arizona. In Wyoming, Nebraska, Nevada, Colorado, Arizona, and California, this healthcare company controls roughly 29 healthcare institutions, encompassing hospitals and specialities services such as residential care programmes, family health clinics, and long-term treatment centres. 1999 saw the merger of Samaritan Healthcare Systems and Lutheran Medical Institutions, which led to the creation of Banner Health. Banner Health now employs more than 47,000 people and provides treatments to more than 300,000 people, all of whom are covered by the institution's basic clinical and critical healthcare coverage. This non-profit organization also covers specialist medical treatments, such as bone marrow and heart transplantation, psychological and rehabilitation therapy, and life-threatening medical emergencies such as spinal cord injuries and Alzheimer's disease. According to recent estimates, Banner Health has a market capitalization of $3.1 billion, with a net income of $2.6 billion a year. (Kuhn and Chuck, 2015).

Patient misinterpretation is one of several mistakes that might hinder the provision of high-quality treatment that Banner Health has been striving to identify for some time now, which necessitates putting in place robust safeguards to catch them. Banner Health's primary focus is on its objective: making health care more accessible to its customers so that they can live healthier lives. If you are looking for a company that provides essential medical services, Banner Health is your best bet. Consequently, Banner Health spends every penny generated on new hospital services, inpatient settings and equipment, the maintenance of present structures and equipment, and its workers' compensation. (Plunkett, 2017).

Describe the organization's overall readiness based on your findings.

It's no revelation that Banner Health is fast adopting the value-based payment model. These changes are necessary to address the diverse healthcare demands of all of the organization's customers throughout the next decade. Remuneration models based on value instead of volume can help reduce costs, enhance efficiencies, and enhance the quality of treatment by shifting a significant portion of administrative and diagnostic risk from the taxpayers to the providers. These initiatives are targeted at cost, quality, telemedicine methods, efficiency, and member involvement.

Because the patient is the most critical aspect of the healthcare delivery system, healthcare systems evolve from volume to value-based compensation. (NASEM, 2018). High cost and process optimization go hand in hand in healthcare organizations like Banner Health, which must find a way to strike a balance.

The budget for health care, both within and outside of the hospital, has been rising quickly, and this is now responsible for a significant portion of Medicare’s costs. Several medical systems have been tasked with developing new means of providing fast, economical, dependable, and safe treatment to address this. Banner Health, for example, has made it a priority to shift from a compensation-based organizational structure and culture toward one in which the organization is held accountable for the complete care of its consumers, as reported by the NASEM (2018). When it comes to the cultural shift from capacity to content, Banner Health has utilized a method that involves the construction of multiple Imaginariums that serve as testing grounds for imaginatively unique ideas on alternative means of providing services.

Prepare a strategic plan to address issues pertaining to network growth, nurse staffing, resource management, and patient satisfaction.

Banner Health has achieved its goals using a strategic approach that encompasses growing opportunities, client experience, and adequate financing administration for nurses. A significant objective of Banner Health is the construction of additional facilities to meet the growing demand for health care in the United States. The organization’s long-term goal is to build complete medical centres that suffering individuals may easily access. Because of the rapid growth occurring throughout the country, Banner Health plans to make sure that the people who utilize its services and patients under its care have easy access to the health care they deserve whenever they need it.

Banner Health has implemented a nurse staffing strategy to increase the effectiveness of healthcare operations. The company’s management has acknowledged the importance of the nursing staff in running the organization, resulting in better patient outcomes. For a long time, nurses have been considered the foundation of excellent patient care, and Banner Health recognizes their altruistic role in providing the finest and healthiest care possible to all patients at all times. The organization is working toward reducing nurses’ fatigue and potentially harmful impacts on patients by ensuring an appropriate patient-to-nurse balance.

Furthermore, Banner Health is introducing new ways and methods for patients to share their healthcare experiences to improve patient satisfaction. Telemedicine has been used to facilitate patient-physician communication over long distances. Instead of just relying on technology to boost efficiency, these tools have been shown to improve patient happiness through enhancing human interactions. The cost-effectiveness of care is linked to the organization’s resource management.

Banner Health thinks that good management strategies for its population's health would significantly impact achieving a better healthcare system. As a result, these changes would significantly enhance the administration and proper use of resources in the various clinics and medical facilities.

Identify any current or potential issues within the organizational culture and discuss how these issues may affect aspects of the strategic plan.

One of the largest non-profit organizations in the country, Banner Health, considers that the institution's ability to execute its intention of ensuring people's affordable healthcare accessibility is greatly dependent on the company's management. As a result of its very hierarchical culture, Banner Health's operational interests cannot be fully implemented due to a lack of participation from the majority of its employees. Consider the influence of corporate culture on strategies and the attitudes and objectives that all employees are expected to adhere to. Based on the company's workplace context, this culture could impact the day-to-day functioning and what is considered acceptable or undesirable inside the business. Banner Health's strategic plan must be implemented with all staff members' full participation to ensure that the entire organization is included in the decision-making process. (Kiptoo and Mwirigi, 2014). As previously stated, an effective strategic plan can only be implemented if the company has a positive corporate culture. An unsatisfactory conclusion is possible if all employees are not included in the process.

Propose a theory or model that could support the implementation of the strategic plan for this organization. Explain why this theory or model is best.

The primary objective strategic planning approach, which emphasizes the organization's most considerable constraints and concerns, is likely the best methodology for Banner Health's strategic plan execution. First, the team will review the organization's basic principles, mission, and vision. Next, they will assess the organization's shortcomings and capabilities from every angle. You must realize that goal-based strategy implementation begins with a mission and vision statement or goal for your company and then develops an execution plan to achieve that objective (Perrin, 2014). An organization's plans and strategies may be determined using the goal-based corporate strategy planning approach, which includes identifying those who are accountable for their implementation and the required means.

Lastly, to continue providing its patients with high-quality and cost-effective treatment for the next several years, Banner Health, one of the nation's major non-profit medical systems, has altered its approach. Banner Health has changed its mileage reimbursement model from one based on accomplishment to one based on value to reduce healthcare expenditures while simultaneously improving health outcomes. Banner Health has worked hard to become a national leader in the healthcare business by constantly improving its network's significant expansion, nurse employment, patient happiness, and strategic planning.

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