

Healthcare Talent Shortages and Workforce Improvement Analysis

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Introduction

The Internal Organ Transplant Unit at the prestigious Temple University Hospital is an important part of the healthcare system in the United States. Staff effectiveness in healthcare is threatened by a number of interconnected factors, such as a scarcity of trained medical personnel, the emotional and physical toll of the job, and the imperative for new approaches to caring for patients (Temple University Health System, 2022). To this end, the Internal Organ Transplant Unit at Temple University Hospital must investigate innovative approaches that integrate administrative strategies, operational procedures, and technological advancements to achieve optimal levels of staff productivity (Temple University Health System, 2022). The purpose of this paper is to examine three alternative ways of dealing with these problems, evaluate their applicability to the company, recommend the best method, and provide strategic objectives for effective implementation. Temple University Medical Center's goal in enhancing labor efficiency is to provide patients with the best possible care while also contributing to the field of medicine's constant evolution.

Mention the role of the Human Resources Director in improving workforce performance.

In healthcare organizations, the Director of Human Resources plays a critical role in improving the productivity of the staff. They play a pivotal role in connecting business objectives with human capital plans, fostering an environment where employees are not only adequately staffed but also inspired to do their best (Visma Plandisc, 2019). In the quest to recruit, retain, and utilize top talent, human resources managers place special emphasis on identifying and nurturing employees who are a good cultural fit for their organization in addition to possessing the requisite capabilities.

To maintain a high-functioning and resilient healthcare team, they are responsible for implementing training and development programs to increase employee skills and proficiencies, combating burnout and stress through employee well-being initiatives, and planning for workforce planning and succession (Visma Plandisc, 2019). Since they promote two-way communication between management and staff, they foster a culture of teamwork and employee engagement, both of which are critical to the success of any healthcare organization and the provision of the best possible care to patients. According to Adams & Walls (2020), through strategic preparation for the workforce, HR adds to the association's capacity to not just attract and hold top-notch ability but also to adjust to changes

in medical services conveyance and innovation, at last advancing the conveyance of high-quality patient care.

Strategies to be employed

Monitoring and Coaching

Mentoring and coaching programs are highly useful and work well for Temple University Hospital's Abdominal Organ Transplant Department. These initiatives can address the difficulty of workforce results by providing a structured approach for knowledge exchange and ability progress. Experienced healthcare professionals can fill guide roles, leading less experienced teams, which is crucial in a specialized field similar to organ transplantation. By offering continuous support and feedback, these initiatives cultivate professional evolution and boost employee confidence. Additionally, mentoring and coaching improve team efforts and communication, which is vital in complex medical methods. This strategy aligns with the association's commitment to nurturing talent, making sure the department stays at the frontline of patient care.

Continuous quality improvement

Continuous Quality Improvement (CQI) is crucial within the Abdominal Organ Transplant Department at healthcare facilities. Regularly checking and adjusting methods and practices helps improve patient outcomes. It is relevant as it allows the organization to solve performance issues swiftly. In this very specialized field, even small mistakes can seriously impact people, making CQI essential. By following CQI principles, the department can optimize work processes, decrease surgical complications, and boost patient satisfaction (Adams& Walls,2020). Moreover, CQI encourages adapting and learning, guaranteeing the team stays up to date on the latest advancements in transplant medicine.

Patient-centred care

The Abdominal Organ Transplant Department at Temple University Hospital aims to boost workforce results through a core strategy of focusing on the person in care. With the sensitive nature of organ transplants, centering on the individual's needs wants, and well-being is crucial. Giving care tailored to every single patient, involving them in choices, and making certain their emotional and mental health wants are addressed, this approach not merely improves patient outcomes but also elevates staff satisfaction as they see the positive impact of their efforts. Concentrating on the person matches Temple University Hospital's mission of providing compassionate and holistic care. By weaving the principles of focusing on the person into workforce preparation and practice, the department can deliver superior patient experiences while maintaining staff motivation and participation.

Analysis of How Each Strategy Could Be Deployed

Monitoring and coaching

Experienced organ exchangers and medical assistants who have been practicing for some time can successfully spread their profound skill and comprehension to less experienced team participants in the Abdominal Organ Exchange Division by intentionally pairing up with those who are still advancing (Serper et al.,2020). Through one-on-one meetings and hands-on steering that happens regularly, advisors can help transfer specific expertise and practical competency. This tactic is beneficial not just because it assists newcomers to the field to get mastery sooner but also because it inspires a sense of shared professional spirit. The prospective advantages for our section include reduced medical faults, enhanced collaboration, and elevated job satisfaction among participants (Serper et al.,2020). Instances from other medical organizations demonstrate that advising and coaching can lead to higher retention rates, better-affected person outcomes, and a sense of constant studying amongst medical experts.

Continuous Quality Improvement

The application of Continuous Improvement Techniques (CIT) in the Abdominal Organ Transplant Unit focuses on nurturing an atmosphere of ongoing examination and advancement. Staff and patient comments should be accumulated to gain knowledge into spaces requiring enhancement. Regular meetings and discussions focused on identified issues can result in evidence-driven solutions. Vanholder et.(2021) opines that this strategy can significantly enhance care for patients by addressing inefficiencies, streamlining processes, and decreasing risks. Furthermore, CIT can strengthen performance by instilling an attitude of adaptability and a dedication to providing the highest quality care possible. Previous executions in other medical environments demonstrate that embracing CIT leads to decreased complications, amplified patient satisfaction, and a stronger feeling of teamwork among staff (Vanholder et al.,2021).

Patient-centred care

The Abdominal Organ Transplant Department can greatly improve care by changing how it assists—placing the individual at the center of how choices are made and tailoring support to suit each person's wants and situation. Based on Ong et al. (2020) arguments, this approach acknowledges that people are not just passive recipients but energetic members in their wellness journey. While implementing this focus may bring challenges regarding time and resources, the gains are substantial. By involving patients in decisions about their transplant care, we can boost satisfaction, following treatment plans, and general outcomes (Ong et al.,2020). Other places in healthcare saw that putting the individual first lessens anxiety, creates trust in those providing help,

and leads to more positive experiences for both people receiving and providing assistance.

Recommendation for the Application of the Best Key Strategy

After evaluating the three approaches, I propose embracing mentoring and coaching, which fits perfectly with department goals, objectives, and targets. This method benefits from cross-training team members in various organ transplant departments, fostering continuous learning and development crucial for transplant organizers' depth of knowledge and responsibility as stated by Adams & Walls (2020). It sparks the staff's interest in the department's overall goal and patient well-being, promoting professional growth and collaboration. Furthermore, it aligns well with Temple University Hospital's vision and values, emphasizing patient care excellence and constant improvement. This strategy can be tailored to complement each organ transplant mission, ensuring team readiness for organ-specific care while contributing to the broader organizational vision.

Analysis of how mentoring and coaching strategy affects Workforce Needs

The implementation of mentoring and coaching within the Abdominal Organ Transplant Department from more experienced individuals holds the potential to impact workforce requirements significantly. Initially, there would be a need for experienced professionals to provide guidance and support to newly hired personnel in the field of organ transplantation, thereby facilitating their success (Iserson, 2020). Thus, this could potentially need the deployment of resources towards mentorship programs and the potential employment of more experienced personnel to fulfill the role of mentors. Nevertheless, when employees acquire expertise and knowledge through mentorship, the department can experience enhanced efficiency and reduced need for external assistance. This might potentially result in a favorable alteration in the workforce requirements.

The implementation of personnel modifications, as well as the introduction of guidance and instruction programs, necessitates careful consideration of both the number of employees and their training requirements (Serper et al., 2020). Selected individuals who are appointed as advisors must receive comprehensive training in order to guide and instruct their less experienced colleagues effectively. The department's emphasis on the development of abilities will be crucial for its workers, as it will foster ongoing enhancement of talent to ensure that staff remain at the forefront of the field of organ transportation medicine.

In spite of the presence of opportunity, the implementation of advising and guiding initiatives may face resistance, particularly from individuals accustomed to a more traditional hierarchical framework. Effectively overcoming this resistance will need strategic changes, open and honest communication, and illustrating how this strategy may result in professional development and improved client service.

In addition, the allocation of resources for mentorship programs may present financial challenges, necessitating careful management and the provision of sound reasoning to stakeholders. However, the potential benefits of greater performance and improved results for customers should ultimately surpass the initial challenges.

SMART Goal(s), Objective(s), and Tasks for Implementation:

To properly enact mentoring and coaching within the Abdominal Organ Transplant Division, smart aims and targets will be established. A sensible goal is to “Boost the skill of transplant coordinators in cross-training for different organs by 20% within the next year.” The Objectives involve conceptualizing a mentorship program structure, distinguishing and preparing counselors, and facilitating regular coaching meetings (Pilch et al.,2021). Tasks involve developing mentorship principles, performing mentorship preparation, pairing advisors with advisees, scheduling coaching meetings, and observing development towards the aim.

Description of How Goal Achievement Will Be Measured:

The achievements of the guidance and facilitation approach will be determined through targeted markers and key accomplishment signs. The metrics used will incorporate the percentage growth in cross-preparing skillfulness, the figure of thriving mentor-mentee pairs, and suggestions from individuals regarding the effectiveness of assistance periods. Dimension and declaration will occur every few months to guarantee continuous advancement and well-timed changes dependent on input and advancement following.

Expenses for Recommendation Implementation:

The projected costs connected with enacting mentorship and coaching include instruction prices for mentors and mentees, development of mentorship program substances and guidelines, technologies expenses for digital counseling sessions, and any workforce alterations necessitated by mentorship program administration. A financial overview indicates an approximate allocation of means: 30% for instruction, 20% for technologies, 10% for workforce alterations, and 40% for ongoing program upkeep (Adams& Walls,2020). Possible funding sources embrace reallocation of current divisional budgets, searching for grants for coaching initiatives, and exploring cost-saving measures through internal mentorship program management.

Conclusion

Advancing the workforce at the Abdominal Organ Transplant Department of Temple University

Hospital is essential to continue excellence in patient care. The approaches under thought, with guidance and coaching as the recommended method, align with the department's targets and objectives, highlighting continuous learning and progress. Implementing guidance and coaching, while at first presenting challenges, promises to boost staff skillfulness, decrease reliance on external knowledge, and eventually lead to improved patient outcomes. By cultivating a culture of constant skill evolution and adaptability, this strategy not only increases workforce performance but also strengthens the department's competence to fulfill its mission of providing exceptional care to organ transplant recipients, thus propelling the broader mission of Temple University Hospital.

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