



Assessment 3: Essay Charter Part 3.

Change is an inevitable part of any modern organization. For John Smith's organization to remain competitive, it must continually assess its strategies and adapt accordingly. Ethical considerations such as data protection, diversity, equity and inclusion, and SWOT analysis should be carefully scrutinized to ensure that the change strategy is both practical and beneficial.

John Smith should create an intervention plan to foster a thriving, collaborative project environment that values cultural competency and diversity. This could include initiatives such as delivering training on cultural sensitivity to all stakeholders involved in the project, developing an atmosphere where questions are welcome, and feedback is sought, and providing resources for those who need additional help understanding different perspectives of individuals associated with the venture.

To begin enacting a successful change strategy, John Smith should prioritize three distinct steps. First and foremost, he must introduce initiatives to guarantee that cultural proficiency and implicit prejudice are appropriately identified amongst all involved parties in the project. Secondly, the project should form a comprehensive plan to make diversity and inclusion fundamental values. This includes setting representation objectives and involving stakeholders in conversations that emphasize these issues. Finally, John Smith should establish a safe space where stakeholders can communicate openly without fear of reprisal or judgment.

John Smith will be the primary individual responsible for developing and implementing the change strategy. Additionally, all stakeholders involved in the project will be asked to participate in initiatives such as cultural competency training, feedback sessions, and conversations focused on diversity and inclusion. Finally, a team of experts can be consulted to help develop and implement the plan.

The project's desired outcome is for there to be an increase in the number of individuals and families with access to affordable healthcare by 50% within one year. Through the implementation of the intervention plan, John Smith and his team should be able to achieve this goal by December 2023. By increasing access to affordable healthcare, John Smith's project will ultimately improve the health and well-being of individuals and families in the target population, improving overall health equity.

The process below shows how the implementation of the intervention process will layout.

1. Increase the number of individuals and families with access to affordable healthcare options by 50% within one year.
2. Health disparities between different populations are reduced by 50% within one year.

These two process measures will help determine if John Smith's change strategy leads to the desired outcome of increasing access to affordable healthcare and reducing health disparities. If the measures are not met, adjustments to the plan will need to be made to achieve the desired outcome. Additionally, John Smith needs to measure the impact of his interventions by tracking changes in patient satisfaction and overall health outcomes. John Smith can track the progress of his intervention plan by collecting data from surveys, interviews, focus groups, and other forms of assessment. This will indicate whether or not the change strategy is leading to improved health outcomes. By tracking these measures, John Smith can assess his project's success and make necessary changes.

If John Smith's project does not achieve the desired outcome of increasing access to affordable healthcare and reducing health disparities, a few counterbalancing measures can be implemented. First, John Smith should review all aspects of the intervention plan to determine if any changes need to be made to be more effective. He should also review the data collected from

tracking patient satisfaction and health outcomes to identify areas that need improvement. Additionally, John Smith should seek feedback from stakeholders on how the intervention plan can be improved upon.

One potential issue that may arise when implementing John Smith's change strategy is the unintended consequences of increased access to affordable healthcare. While increasing access to healthcare will improve health equity overall, it could also lead to increased medical costs if providers overutilize resources.

To track the progress of John Smith's change strategy, he should collect data on a variety of outcomes, both quantitative and qualitative. Quantitative data, such as the number of individuals and families accessing affordable healthcare and reducing health disparities, can be collected through surveys or other methods. Qualitative data such as patient satisfaction and overall health outcomes can be collected through interviews or focus groups. Additionally, data on the utilization of healthcare services and resources should be tracked to monitor any potential unintended consequences from the intervention plan.

The data needed to track the progress of John Smith's change strategy should be collected by a team of healthcare professionals and administrators. This team should include individuals with experience in public health, healthcare administration, data collection, and analysis. These individuals will be responsible for coordinating the data collection process and analyzing the results to identify any areas of improvement.

The data needed to track the progress of John Smith's change strategy should be collected periodically, beginning one month after implementation and ending six months after implementation. This will provide enough time to assess the impact of the intervention plan while also allowing for any necessary modifications or adjustments (Li et al., 2021). To ensure

security, de-identification, confidentiality, and anonymity, the collected data should be stored in a secure database with limited access to authorized personnel (Hoofnagle et al., 2019).

The collected data should be analyzed and interpreted without bias or discriminatory practices. This can be achieved by utilizing statistical analysis, survey research, and qualitative interviews to ensure that the data reflects the true impact of John Smith's change strategy.

As a leader in the field, it is essential to consider all potential benefits and harms associated with John Smith's change strategy. In particular, vulnerable populations should be considered when assessing who may benefit or be harmed by the project (Enders et al., 2021). It is also essential to consider who is included and excluded to ensure everyone has access to the same opportunities.

To ensure ethical leadership, various leadership styles and approaches should be utilized. This will allow for greater collaboration and partnership between stakeholders, which can promote equity. Additionally, specialized skills and best practices should be employed to ensure that all participants can succeed (Claeys-Kulik et al., 2020).

John Smith's organization has a strong reputation for providing quality services to its clients. The staff is experienced, knowledgeable, and passionate about their work. Additionally, the organization has a solid financial foundation due to efficient budgeting and cost-control procedures.

While the organization is well-established, limited resources are available for new initiatives or projects. Additionally, the current change strategy may need to be better aligned with the organization's mission.

There are opportunities to grow through developing relationships with other organizations or expanding into new markets. Additionally, changes to the current strategy could bring about positive organizational changes.

External threats may include changes in the market or technology and competition from other organizations. Internal threats, such as a lack of resources or poor management decisions, could also impact the organization's success.

Conclusion

When implementing a change strategy, it is essential to analyze its potential benefits and ethical implications thoroughly. John Smith's team can take advantage of meaningful techniques like data protection, a diverse decision-making approach, and a SWOT analysis to evaluate the components inherent in any new initiative they employ. Not only will this provide insight into the viability of the proposed changes, but by fully integrating their mission and values into the process, they can promote equity, diversity, and inclusion for more equitable outcomes across the organization, establishing a solid vision for long-term success.



References

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