Assessment 1 - Leadership and Management for Nurse Executives

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Part 1 - Appreciative Inquiry Discovery and Dream

The Intermountain Healthcare system (IHS) in Utah is renowned for its excellence and security. To provide efficient, high-quality care and enhance patient outcomes, the medical system has introduced a number of measures. IHS has helped to reduce the number of sepsis deaths (Peltan et al., 2019). The health system used evidence-based treatments and prediction to estimate potential patients in an effort to lower sepsis death rates. Under this programme, the medical system saw a 40% decrease in sepsis mortality. By detecting and resolving patient safety issues with the help of data analytics and evidence-based procedures, Intermountain Care enhanced patient outcomes. Mortality from sepsis and hospital-acquired infections (HAIs) were decreased by IHS. Hand washing, quarantine, and environmental cleaning are all part of the hospital's prevention and control of infections programme (Workman et al., 2019). The health system drastically decreased other HAI. These decreases demonstrate IHS's commitment to healthcare quality and the importance of using evidence-based infection prevention strategies (Weber & Talbot, 2020). This paper highlights leadership analysis, SWOT analysis, investigation finding, and contrasting strategies. It explores how IHS has enhanced safety and care for patients.

Furthermore, IHS has received praise for its dedication to the use of big data analysis to spot areas for development and evidence-based procedures. Using data analytics to determine individuals who are vulnerable for readmission and implementing intervention programs, the healthcare system put into place a programme to decrease readmission rates among those with heart failure. Patients with heart failure who underwent the programme experienced a 29% decrease in readmissions. The IHS was capable of identifying weaknesses in its operations and apply focused interventions to enhance patient outcomes by engaging

in staff education and training as well as employing predictive analytics. Through a number of initiatives and programmes, IHS has proven its dedication to quality and safety. To recognize and handle patient safety issues, the health system has concentrated in evidence-based procedures, employee training and instruction, as well as using data analytics. Improvements in patient outcomes have been made as a result of these initiatives, particularly drops in the mortality risk and rates from sepsis, HAIs, and readmission rates. The IHS can enhance health outcomes and give its patients safe, high-quality care by keeping investing in these areas. In regard to security and medical care, IHS has profited from these measures. The organisation has started a number of programmes to allay the health worries. Unfortunately, the IHS has not addressed the problems facing the assistance communities, such as the ineffectiveness of the programme they have started or the nurses' lack of training. Understanding programme usage is crucial, and it must be thoroughly presented to highlight the most important results and the way they've benefited the task (Wennberg et al., 2022).

The IHS should support initiatives that seek to lower HAIs. It is crucial for the healthcare system, a non-profit organisation, to suggest a few modifications in order to lower the risk of HAIs. Using evidence-based infection preventive methods like hand hygiene, sterilisation, and disinfection, for instance, can help healthcare institutions lower the frequency of UTI infections caused and enhance patient experiences. Furthermore, by putting medication management mechanisms in place, prescription errors like incorrect prescription or incorrect administration can be decreased. Through this method, healthcare organisations may make sure patients get the proper medicines and doses and limit the chance of a negative drug event. Staff training is another crucial area where Intermountain Healthcare can put its attention. Healthcare organisations can offer specific training

possibilities to employees, such as distance learning, sessions, and simulation models, to increase employee abilities and expertise as problems pertaining to routine staff education and training change direction a substantial means of decreasing infectious diseases and communicate better between patients and nurses. Finally, clinical documenting should be used to promote good communications and care collaboration among healthcare practitioners. Cooperating with these beneficial improvements dramatically enhances safety and care delivery.

Part 2 - SWOT analysis

In order to assess IHS strengths, weaknesses, opportunities, and threats in relation to its quality and safety goals, this report delivers a SWOT analysis for the healthcare system. In order to accomplish this, a qualitative technique was used, which involved interviewing stakeholders from all sides and gathering information and data through empirical assessments.

IHS strong dedication to safety and quality, as evidenced by the multiple accolades and acknowledgements obtained, was singled out by the report as a positive. Furthermore, the organization has invested in developing robust clinical data systems that allow real-time tracking and analysis of clinical data, which helps in identifying trends and opportunities for improvement. The patient-centered approach also gives priority to patient choices, communications, and participation in healthcare decisions (Vogus et al., 2020).

The report did, however, also point out a number of flaws that would make it more difficult for IHS to meet its safety and quality objectives. In particular, the service confronts staffing shortages in specific sectors, which might influence safety of patients and treatment effectiveness. Moreover, IHS has been criticized for the lack of inclusiveness, that can impair outcomes for patients, particularly for minority and marginalised communities. Last but not

least, there is some variation in how evidence-based best practises are applied throughout the organisation, which may have an effect on the care's reliability and quality. This analysis identifies opportunities and threats for Intermountain Healthcare. The organization has an opportunity to expand telehealth services, implement predictive analytics to identify high-risk patients and partner with community organizations to address social determinants of health. Threats to the organization's capacity to accomplish its objectives, however, include changes in regulations, healthcare reform, and emergencies.

The variety in evidence-based procedures used by the organisation, which has the potential to have a detrimental influence on the standard and safety of care delivered, was one of the main issues highlighted by the SWOT analysis. The plan is to pursue enhancements in processes for standardisation and quality improvement in order to address this. This entails putting into place standardised clinical protocols that are based on research-supported best practises, making sure that all health professionals are received training in them, utilising clinical data to ensure that the policies and procedures and guidelines are followed, and fostering a culture of ongoing learning and performance improvement. Pursuing these improvements can help the organization achieve its mission, vision, and values by providing consistent, high-quality, safe care to all patients.

SWOT Analysis of Intermountain Healthcare System (IHS)			
Strengths	**Weaknesses**	**Opportunities**	**Threats**
● Renowned for excellence and security ● Introduction of evidence-based medicines and predictive modelling ● Decrease in sepsis mortality by 40% ● Efficient, high-quality care ● Use of big data analysis to spot areas for development. ● Implementation of intervention programs to decrease readmission rates. ● Focus on employee training and instruction	● Lack of training for nurses in some areas ● Ineffectiveness of some assistance programs for community members ● Need for improvement in program usage reporting and presentation	● Lowering the risk of hospital-acquired infections (HAIs) ● Implementing evidence-based infection preventive methods ● Putting medication management mechanisms in place ● Offering specific training opportunities to employees ● Using clinical documenting to promote good communication and care collaboration	● Increasing competition from other healthcare providers ● Changes in healthcare regulations and policies ● Shortage of healthcare professionals ● Uncertainty regarding healthcare funding and reimbursement

Part 3 - Comparison of Approaches

When evaluating IHS from the two angles of AI and SWOT, it demonstrates a sizable divergence. When looking at it from the angle of artificial intelligence, the emphasis is on leveraging analytical tools and data to spot emerging patterns and trends that can help

guide choices concerning safety and quality. Information is utilised to discover areas for development and guide decision-making in an impartial analysis-based attitude. The procedure is frequently directed by algorithmic and machine learning models, and the focus is on utilizing quantitative data to create decisions that are backed up by evidenceIn this situation, eliminating patient readmissions or enhancing medication management are just two examples of how IHS may enhance quality and safety results by using data to pinpoint specific areas (Montoya-Torres et al., 2019).

Nevertheless, when looking at IHS from a SWOT viewpoint, the emphasis is on evaluating the organization's strengths, vulnerabilities, possibilities, and threats. The approach is one of competitive strategy, where both internal and external surroundings of the firm are examined to find opportunities to boost efficiency (Setiawannie & Rahmania, 2019). In this situation, determining the elements—such as personnel constraints or variation in the use of best practices—that allow or hinder IHS from attaining its safety and effectiveness goals is the main objective. A model for developing effective strategies that build on a healthcare facilities strength, solve its weaknesses, seize opportunities, and reduce threats is provided by the SWOT analysis.

There are some parallels between these two approaches, such as the perceptual evaluation of health and safety in a care facility and the analysis of the modules, but AI is more computerised and objective while SWOT is more individualised and analytical. Both AI and SWOT seek to enhance decision-making procedures by addressing organisational aspects, however AI concentrates on data-driven insights, whilst SWOT evaluates both internal and external organisational elements. Hence. Both operate in their own individual ways to give knowledge and issue solutions.

Part 4 - Analysis of Relevant Leadership Characteristics and Skills

In the context of leadership performance improvement projects, both artificial intelligence (AI) and SWOT analysis can be employed to achieve desired results. AI and SWOT analysis have significant impacts and offer valuable information. Artificial Intelligence focuses on information that is determined by data, and it analyses large data sets using deep learning techniques to find associations and patterns that may be used to guide decision-making. On the other hand, SWOT analysis assesses internal and external factors that contribute to performance improvement, identifying strengths, weaknesses, opportunities, and threats (Quezada et al., 2019).

From an AI perspective, an ideal leader for performance enhancement projects should possess skills in data and analytics, be capable of statistical analysis and modeling techniques, and be adaptable and creative in seeking solutions (Whitlock & Strickland, 2022). In contrast, a SWOT perspective highlights the importance of strategic leadership, able to identify and address organizational factors that contribute to performance improvement. Such leaders should be capable of building and maintaining relationships, inspiring and motivating others, managing complex projects, and conveying a vision and strategies to stakeholders.

Although the quality and safety programmes at IHS improve patient outcomes, a SWOT analysis found that the organization's objectives may be more effectively achieved. IHS must use AI and predictive analytics to address these concerns in order to increase both safety and quality. Effective communication among departments and stakeholders is essential to align the organization's actions with its purpose, vision, and values. Intermountain Healthcare can enhance health and patient outcomes and accomplish its objectives with the support of management, skills, and philosophy.

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