



# After Restructuring: Empowerment Strategies at Work in America's Hospitals

*Thomas G. Rundall, David B. Starkweather, Barbara R. Norrish*

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**After Restructuring: Empowerment Strategies at Work in America's Hospitals** Thomas G. Rundall, David B. Starkweather, Barbara R. Norrish  
Managing Change

An in depth treatment of organizational change in hospitals. After Restructuring provides a mother-lode of insights and lessons that will be mined for years. A must read for all those committed to improving hospital performance in a radically changing health care system.

--Stephen M. Shortell, Blue Cross distinguished professor of health policy and management professor of organization behavior, School of Public Health, University of California, Berkeley

After Restructuring debunks the myths surrounding hospital change and offers insightful and practical recommendations for successful restructuring. This valuable book is based on the work of a team of health services researchers headed up by Thomas Rundall, director of the Center for Health Management Studies at the University of California, Berkeley. The book reports the results of a three year study of nine hospitals, an unaffiliated group of facilities in urban, rural, and suburban regions that received funding from The Robert Wood Johnson Foundation and the Pew Charitable Trust to restructure patient care processes.

The authors present a framework for understanding organizational change and define the principles that guide change facilitators through the five stages of change--readiness to change, awareness of the need to change, identification and selection of changes, implementation, and institutionalization of changes. The standards derived from the change experiences of these hospitals provide important best practice guidelines.

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**Jerrod Spicher:**

Spent a free time to be fun activity to do! A lot of people spent their free time with their family, or their own friends. Usually they doing activity like watching television, about to beach, or picnic inside the park. They actually doing ditto every week. Do you feel it? Will you something different to fill your current free time/ holiday? Could possibly be reading a book may be option to fill your free of charge time/ holiday. The first thing that you will ask may be what kinds of e-book that you should read. If you want to try out look for book, may be the book untitled After Restructuring: Empowerment Strategies at Work in America's Hospitals can be fine book to read. May be it could be best activity to you.

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