Save Your Staff from Project Exhaustion

During October 2013, healthcare IT leaders were told that "Encryption Oversight Brings Woes …" and to "Brace for Meaningful Use Stage 2" (Healthcare IT News). They felt the pressures of the "… Growing Need for HIT Talent", and "… If You Aren't Doing Anything Now You Are Way Behind" (H&HN Magazine).

You are probably looking at project portfolios that include ICD-10, Meaningful Use, EHR implementations, replacement, and optimization; business intelligence, data warehousing, Vendor Neutral Archives (VNA), cloud, telemedicine, ACO (Accountable Care Organizations) and many others.

The project list contains an overwhelming number of mission-critical and regulatory initiatives demanding the attention of CIOs and healthcare organizations. So how do you know if you are suffering from "project exhaustion"? Ask yourself:

- ► Are you celebrating successes and looking at lessons learned after projects?
- ► Has your team stopped having fun?
- ► Have you lost key employees?
- ► Are you funding projects at the expense of staff?
- ► Are employees afraid for their jobs?
- ► Can you find strong talent?
- ► Are you implementing "only the basics"?
- ► Are there problems due to your team's inability to focus?
- ► Are employees angry and frustrated?
- ► Are you short-changing testing just to "go live?"

In the words of a colleague, "We're faced with new, unknown dangers and unaccustomed changes – all dependent upon our ability to reconfigure highly complex information systems to capture more data and render it intelligible in finer and simpler ways, while getting more done with less, and changing the way the job is done."

So how do you reduce project exhaustion?

1. Ensure that your project portfolio is complete
2. Document business cases and resource requirements (i.e., time, money, people)
3. Prioritize and match staff availability across the enterprise to the demand
4. Agree on a timeline that will be revisited regularly as needs change
5. Celebrate important project milestones to appreciate and motivate your team

Additional talent and support could also help your team reduce fatigue. That's where trusted advisors such as Leidos Health come in. We understand your business, with expertise in EHR implementation, optimization, and integration services, as well as strategic advisory solutions to meet your organizational goals.

ABOUT LEIDOS HEALTH

Leidos enables healthcare organizations to make more accurate and efficient decisions, utilizing integrated and secure data to advance health research, improve patient care, and enhance the performance of the health system. We help customers achieve effective and affordable solutions to their most challenging problems in four key areas: health information technology, healthcare quality and cost, public health, and life sciences.

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