

SHARED/PROFESSIONAL GOVERNANCE SUPPORT



Shared/professional governance is not a program you implement. It is a cultural transformation that requires people at all levels of an organization to design and lead positive change in their work. Creative Health Care Management can help you create or enhance your council structure to engage and empower staff, as a means to improve outcomes. Our experts offer customized structures, processes, and education to ensure your success. Here are just a few examples of how we can help:

Council Level Education

Council members may not see the value in shared governance at first, but when provided with the resources needed to make their involvement successful, minds change because outcomes improve. We provide the education needed to enhance the staff's ability to make the best decisions for your organization, while developing a whole new level of ownership of their work.

Leadership Level Education

Often when organizations implement shared governance, little to no support is offered for leaders. We not only support staff as they embark on increased empowerment and voice in the workplace—we support leaders who more often than not, have to change the way they have been leading.

Shared/Professional Governance Strategic Planning

Strategic planning provides focus and helps everyone understand the importance of council work. Our experts partner with organizations to develop comprehensive, multi-year strategic plans consisting of goals, strategies, tactics, and measures of success.

Shared/Professional Governance Coordinator Coaching

With coaching, the individual or individuals responsible for ensuring shared governance is operationalized are able to confidently lead the cultural transformation. We know what it takes to lead through the shared governance process because we have been through it ourselves and have led countless other organizations through it.

Shared/Professional Governance Effectiveness Assessment™

Assess how effective your current shared governance structures and processes are in comparison to best practices identified in the literature, as well as seen throughout the country. Our assessment includes a customized online assessment survey addressing key areas, analysis of survey results, a comprehensive written report of survey analysis, and next step recommendations.

Facilitator Workshop

Most people think of a facilitator as the leader of a group. As staff begin to operationalize the structures and processes of shared governance the often slip back into the "way we always do things" or perhaps a formal leader takes over the role of council lead. For staff members to grow into the role of council lead they need a developmental facilitator whose role is to be a neutral individual to help guide them and ensure they stay true to the desired structures and processes.

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