Supporting Staff during Organizational Change

Innovation on an organizational level can be stressful, even when the context is positive. Uncertainty, pressure to meet goals, and feeling uninvolved in decision-making all contribute to further tension. Support and transparency from all levels of management can engage employees and reduce turnover during periods of change.

- **Changes in VA psychiatrists' attitudes about work environment and turnover during mental health service enhancement.** Mohr DC, Bauer MS, Penfold RB.

- **From strategy to action: how top managers' support increases middle managers' commitment to innovation implementation in health care organizations.** Birken SA, Lee SY, Weiner BJ, Chin MH, Chiu M, Schaefer CT.

- **Ready for Change? The Role of Physician and Staff Engagement, Burnout, and Workplace Attributes.** Hung D, Chen PH.

- **Ready, Set, Change! Development and usability testing of an online readiness for change decision support tool for healthcare organizations.** Timmings C, Khan S, Moore JE, Marquez C, Pyka K, Straus SE.

- **The use of external change agents to promote quality improvement and organizational change in healthcare organizations: a systematic review.** Alagoz E, Chih MY, Hitchcock M, Brown R, Quanbeck A.

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