

HEALTHCARE

Organizational structure, culture, and safety matter. Here's why.

It's been a tough time for healthcare workers. What have we learned?

Shift the culture when challenges emerge



The healthcare landscape is transforming and you can, too.

Post-COVID Pre-COVID

Employees who never

Execs who consider remote working successful

Projected ambulatory telehealth visits²

Employees who now work from home 5+ days a week³

Employees who consider remote working successful⁴

Here are 5 things you can do to embrace transformation:

1. Focus on your people to maintain fluid operations

culture when it comes to:

Mobile solutions can help your workforce

Reskilling and retraining existing team members **Leading your leaders** with activity measurements Recognizing great work with frequent feedback

2. When it comes to staffing: Think outside of the box

Combine person-to-job fit

Leverage talent science tools

evaluations with person-person behavioral analytics to put the right people in the right place.

"When asked which factors

Take advantage of the gig economy

most contribute to a future-ready workforce, organizations most often ranked gig workers as the best way to add critical competencies." - Gartner⁵

A robust analytics platform for revenue cycle, ERP system, and clinical system information can:

3. Leverage data to create additional resilience

Collect HR data Analyze HR data

and clinical information

from team members, patient survey results,

and their challenges

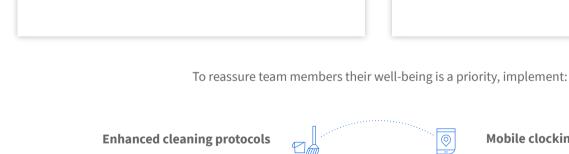
on full-time and contract employee effectiveness

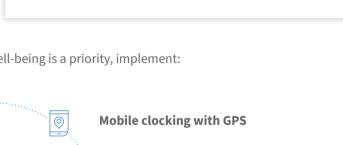
In a McKinsey & Co. study, respondents who felt their organization responded well to the pandemic were:

4. Reinforce the wellness

and safety of your people

more likely to be engaged more likely to report a positive state of well-being⁶





Contact tracing with Staggered scheduling real-time location services

Wellness alerts 5. Maintain occupational

health and safety records

With COVID-19 vaccinations rolling out, an occupational health and employee safety system can help keep records of how many people: Relay scheduling information

Have and haven't been vaccinated

Have declined the vaccine

And the same system can help you remember to: Send vaccine appointment reminders

structure, culture, and employee safety, check out our new guide.

LEARN MORE 7

For more on how to reimagine organizational

