

Initiative Readiness Assessment

The table below is a practical tool the ACO leadership team might use either during the planning of an initiative or shortly before launching an initiative to confirm the initiative is setup for success. The questions in the table asks leaders to examine the readiness of their initiative plans; as opposed to the interview guide, which is a retrospective analysis focused on the past performance of an ACO leadership team.

DOMAIN/ QUESTION	QUESTIONS	Y/N	ACTION NEEDED
DOMAIN 1	The messaging accompanying our initiative communicates a compelling reason why the future is attractive to all stakeholders.		
	The sequence of objectives in the initiative's plan is guided by the workforce's perceived ability to successfully perform the competencies required for success.		
DOMAIN 2	The senior leadership team assigned to lead the initiative have been trained how to lead people through change.		
	The behaviors of the senior leadership team assigned to lead the initiative are consistent with the cultural values and norms we believe are essential for ACO success.		
DOMAIN 3	The initiative's plan includes the assigned leadership team working with the workforce to ensure all staff understand the expected impact of the initiative.		
	The initiative's plan includes the assigned leadership team working with the workforce to ensure all staff understand how their performance goals relate to other team's performance goals and organizational goals overall.		
	The initiative's plan includes the assigned leadership team working with the workforce to clarify how all staff can adapt and improve current knowledge and processes based on the initiative's objectives.		
DOMAIN 4	The initiative's plan includes the assigned senior leadership team providing the guidance and "safety" (space for failure) care teams need to identify and test improvement ideas.		
	The initiative's plan includes the assigned senior leadership team identifying and working with "opinion leaders" to shape workforce engagement and improvement strategies.		
	The initiative's plan includes the assigned senior leadership team working with the workforce to continuously improve communication patterns (timeliness, transparency, accuracy, problem-solving) within and across care teams and between executives and the workforce.		
DOMAIN 5	The initiative's plan includes the assigned senior leadership team working with the workforce to break down strategic plans into manageable parts and refine the implementation plan objectives based on local team dynamics.		
	The initiative's plan includes ensuring the senior leadership team assigned to the initiative promote and support local accountability for results.		
	The initiative's plan includes the assigned senior leadership team collaborating with the workforce to regularly share key lessons learned across teams and promoting key behaviors that exemplify value-focused care principles.		