Creating A Competitive Advantage

Project Readiness

1. Executive Sponsor and Key Stakeholder(s)
2. Identify ROI Drivers
3. Define Current As-Is State
4. Characterized Desired State
5. Establish Metrics and KPIs
6. Structure Build and Implementation
7. Establish Policies and Business Rules
8. Determine Ongoing Roles and Responsibilities
9. Projected ROI Based on Approved Delta

Mission

Objectives

Strategic Decision

External Analysis Internal Analysis

Strategic Implementation

Competitive Advantage

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Change Management Implementation Roadmap

1 Planning For IRP

2 Program and Workflows Approved
1. Guided by Steering Committee and Executive Sponsor

3 Communication Plan
1. Change management communication roll out plan
2. Confirmed timeline for rollout, communication should be complete week of DD/MM

Preparing for change management is key in the successful go live of any program. Hallmark is here to support and provide best practice approaches to ensure success.

5 Hallmark / Client
Department Readiness
1. Program readiness to launch

4 Change Management Communication Complete
1. Detail outline of program and user expectations

6 Program Team
Recruitment
1. Preparation to post and hire

7 Program Team
Onboard
1. Hire to deploy

8 Go Live

IRP Example Staffing Office Structure

When 75 -80 new employees are added to pool, we recommend hiring another Manager and evaluate adding a part-time staffing coordinator.

When the pool reaches 150-200 employees, we recommend that the program have a Director.

Depending on staffing coordinator responsibilities and program scalability, you may want to enough staffing coordinators to maintain a 24-hour operation.

When your department scales into an additional modality and/or has 80-100 employees, it is recommended to have a department-specific Recruiter and Educator.

CNO

CHRO

RN Manager

2 FT Staffing Coordinators

Committed HR Recruiter

Committed Nurse Educator

Hallmark
Health Care Solutions

Float Pool Resource 1

Float Pool Resource 2

Float Pool Resource 3