

Promoting Successful Operational Planning 1

PROMOTING SUCCESSFUL OPERATIONAL PLANNING AND
IMPLEMENTATION

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From the 'Annual Plan Overview', the selected goal is attracting and retaining the best people to provide ideal experience for those we serve. To attain this goal, the organization is required to put in place sound Human resource practices with the aim of satisfying its employees by ensuring safe working environment, and better compensations. In addition, the hospital's physicians should be engaged more in thinking, apart from doing the rest of the Hospital's work. The physicians should fully be involved in strategic management process. The hospital culture should be encourage informal structures that enable every individual in the organization to be involved in the idea generation, and has a chance to generate and act upon new ideas willingly. Key steps involved in the development of this operational plan include determining the current position, followed by the determination of the desired state. After which, the methodology of attaining the desired state is determined, after which ways of measuring the organization's progress are put in place (Rhoades, Eisenberger & Armeli, 2001). In regard to resource allocation, installation of up-to-date technology will play an important role in motivating employees, apart from attracting other employees to the organization. Up-to-date technologies will also enhance higher-quality hiring and retention decision making process.

Two success factors influencing implementation of this plan include human resource factors and operational factors. Human factors are very important as the organization must ensure it has enough and trained individuals to implement the plan. To address this, the hospital should research on qualification of its workforce in fitting in the proposed environment. Operational factor is also important as the creation of timelines along with definition of the team charged with the responsibility of implementing the plan. To attain this, the hospital should "allow time for the development of all materials and

support activities necessary for the plan's implementation" (Rhoades, Eisenberger, & Armeli, 2001).

Potential barriers include financial and risk factors. Financial factor is very important as budgetary allocation needs to be considered and created as it is very expensive. As an effect, the company should analyze the start-up costs and placed in the operational plan. The plan also experiences risks, their mitigation are very important. As an effect, the hospital should analyze all potential risks and rank them according to the probability of their occurrence, so that a priority plan can be created in dealing with them.

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Reference

- Rhoades, L., Eisenberger, R. & Armeli, S. (2001). Affective Commitment to the Organization: The Contribution of Perceived Organizational Support. *J Appl Psychol.* 86(5): 825-36.

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