

*“Resolve to be a master of change  
rather than a victim of change”*

Brian Tracy

# Effective change management puts you in control



Intasoft describes how the need to manage change effectively is crucial in today's rapidly changing healthcare sector

It is important that senior management define and communicate a vision for the change process, in order to provide both leadership and support for all those involved in the implementation of change. Efficient change management must be a proactive, positive factor in driving healthcare trusts and hospitals forward. When carried out in a planned and systematic fashion it is instrumental in implementing new methods and systems within the organisation. The changes can be controlled and managed and all staff can be positively involved in the process.

When no proper procedures for managing change are present, the process becomes simply reactive. Change occurs in an unplanned way, without all implications being fully considered. The organisation has to respond to changes, both internal and external, without ever being sure of the full picture. If change is not managed effectively, organisations can also lose vital data during the change process with widespread consequences.

Change management within the health service can take many forms, ranging from managing physical items such as documentation, software, assets or equipment, to the management of people, departments or places. Change doesn't occur in a vacuum and whenever change is planned, there will be far reaching implications to consider. Take, for example, the replacement of hospital equipment such as a scanner. Immediately, change management issues arise. The new machine has to be sourced and budgeted for. Staff need to be trained, Health and Safety issues considered. The old one must be kept running until the new one is tested and operational. Patient disruption must be minimised, time scales thought through and staffing considered. Not to mention new software, supplier negotiations and the latest government legislation.

The UK company Intasoft offer a total change management solution. As pioneers in the field, we have been successfully managing change for organisations worldwide for the past seventeen years.

Our premier software product, AllChange, provides a powerful and effective way of logging, tracking and recording all relevant information associated with change. The documentation, software, physical items and so on are individually linked to each and every change, providing the full picture at any stage of the change process. This gives managers an invaluable resource, enabling them to check the status and provide accurate reports throughout.

AllChange effectively controls and documents change, together with its consequential impact. Its simplicity means that change management becomes a corporate resource, available to all. AllChange can be run from a central server with a web interface, giving any user with a web based PC/workstation full access to the information they require.

As part of our flexible licensing options, free read-only access licences provide healthcare organisations with an extremely effective option of giving large numbers of staff access to information, even if they are not actively involved in the change process.

AllChange also integrates fully with almost any other software and is highly configurable to individual organisations needs.

AllChange change management helps modern health services to deliver services and support patients quickly, conveniently and seamlessly. It means that essential information is available quickly to those who need it and ensures that detailed, accurate records are kept. AllChange will significantly improve workflow and reduce support costs for the whole organisation.

Intasoft's consultants offer free pre-sales consultancy for all healthcare organisations and full training and consultancy services to support any installation.



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