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Supporting Staff during Organizational Change

Innovation on an organizational level can be stressful, even when the context is positive. Uncertainty, pressure to meet goals, and feeling uninvolved in decision-making all contribute to further tension. Support and transparency from all levels of management can engage employees and reduce turnover during periods of change.

- [Changes in VA psychiatrists' attitudes about work environment and turnover during mental health service enhancement](#). Mohr DC, Bauer MS, Penfold RB.
- [From strategy to action: how top managers' support increases middle managers' commitment to innovation implementation in health care organizations](#). Birken SA, Lee SY, Weiner BJ, Chin MH, Chiu M, Schaefer CT.
- [Ready for Change? The Role of Physician and Staff Engagement, Burnout, and Workplace Attributes](#). Hung D, Chen PH.
- [Ready, Set, Change! Development and usability testing of an online readiness for change decision support tool for healthcare organizations](#). Timmings C, Khan S, Moore JE, Marquez C, Pyka K, Straus SE.
- [The use of external change agents to promote quality improvement and organizational change in healthcare organizations: a systematic review](#). Alagoz E, Chih MY, Hitchcock M, Brown R, Quanbeck A.

Bibliography by Rachel Becker, MLIS

Werner Medical Library

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Consumer Health Information

922-WELL (922-9355)
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Saturday: 9 AM to 5 PM
Sunday: Closed

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