

Summary

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Running head: BANNER ORGANIZATION

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Banner Organization

Banner health organization is an organization that is located in Arizona and its headquarters are in Phoenix. Banner is currently considered as being one of the largest and biggest nonprofit

healthcare organization that is in that country and also this is considered to being the leading provider of hospital services with no aim of making any profit and all its activities are carried out in the different communities that do exist in the country. Banner organization therefore is considered to being a healthcare organization that helps to meet the needs of the people that seek services from the organization with high level of professionalism and with compassion. The organization specifically has different facilities in the country, for example the western region facilities that the organization has serves different rural areas and many of these facilities are considered to being inpatient facilities within the different communities (Fine & Kash, 2016). The organization in this case is therefore recognized as a health system that is top in the country and this is attributed to the organization due to the quality of services that it does provide to the patients.

The organization is currently operating more than 30 hospitals and among these there are three academic medical centers and also it has health entities and services in six states.

Banner organization has recently evolved rapidly and it has changed from a health system of hospitals to a system that is fully integrated and in it includes services that have been significantly expanded through the banner health network, banner university medicine and banner medical group. The organization is currently serving more than 1 million members and more than 50,000 workers. The organization is still demonstrating the ability that it has in effectively manage wellness and health of insured individuals in both private and government plans (Cairns et al., 2017). Through the different groups that are under banner such as the Banner Medical Group,

Three successive sentences begin with: The

currently: currently → now

currently: currently → now

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Banner has expanded its access to quality care by basically placing clinics and health centers throughout the different communities that the organization is currently serving.

Banner Organization Readiness

Banner being one of the largest nonprofit healthcare organizations in the country, this by virtue makes that organization to be ready for the services that it does provide to its patients. Banner has recently expanded the services that it does provide to the different patients who seek services from the company to a point that the company has become self-sufficient. This therefore means that the organization in itself is ready to carry out its different activities effectively and efficiently without facing any obstacles that might bring about issues that may have not been predetermined (Fine & Kash, 2016). In order to address all issues that the patients may bring up in the course of their services, the organization has come up with different services that it does provide for and to the communities that it is serving. Some of these services include hospice, home care, comprehensive, and rehabilitation services from drug addiction to physical therapy, trauma centers, specialized Alzheimer's units and even tertiary care centers. These services to be specific are very central in providing comprehensive care to the patients and communities that seek the services of the organization. By having these services therefore, it means that the organization is currently at a very good state in that, its readiness to providing different services to the communities seeking the services of the organization.

currently: currently → now

currently: currently → now

Another thing that makes the organization to be ready is the fact that within the system of banner, there always specialists of all medical areas, right from rehabilitation to prevention. Currently, the plan of the banner health is being carried out by the opening and building of other and more medical facility locations. This specifically does not only help in providing services to different locations in the country and in the different states but also this ensures that the patient who come

currently: Currently → Now

Passive voice: health is being carried

Spelling mistake: only → only

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to the organization seeking medical advice or services are attended to by the professionals who are qualified in the specific areas that they do need services (Hourani, 2017). Looking therefore at these findings, we can conclude and say that Banner organization readiness is high and there are no medical issues that the organization cannot treat and also there are qualified professionals in every specific sector that help in providing high quality services to the different communities that the organization is currently serving.

Strategic Plan

When it comes to the growth of the organization in all sectors, the organizational culture is one of the most important components that do contribute to the effectiveness and competitiveness of the organization in the process of providing healthcare services. In as much as Banner has a very strong culture, the issue on the constant change in the medical environment and the demographic peculiarities of the population usually makes it important to require for certain transformations. The vision that banner organization has is specifically directed clinical excellence and innovation by basically ensuring that there is proper coordination in both staff development and patient care specifically though the resources that the organization has ("Banner Health," 2019). To therefore ensure that this is achieved, there are certain strategic plans that the organization is implementing for the better of this, for example, the organization entered into an agreement and partnership with the university of Arizona in 2015 (Goundar et al., 2021).

Passive voice: services are attended to h...

currently: currently → now

in the process of: in the process of

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This was a specific strategy that was aimed at targeting the increase in the visibility of the brand through educational programs that helped improve the competency of the staffs, launching healthcare strategies that helped in focusing more on the patient services, public health initiatives and even compensation projects. All these were strategic plans that were taken by the organization with an aim of ensuring that the organization does improve in expanding its network, nurse

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staffing, resource management and even patient satisfaction. It is these mentioned strategies that have helped the organization become one of the best organizations in the country.

Potential Issues within the Organizational Culture

There are certain central issues that are associated with the culture of the organization that do arise and these in most cases do affect the strategic plan the organization has in one way or another. Some of the issues that are there includes the increase in patient's population, medical staff's

Redundant phrase: Some of the → Some

shortages, limited resources and the increase in the number of the aging population. These are some of the issues that are affecting the current strategic plan that the organization has. However, in as much as this is an issue that needs to be addressed, this can still be tackled by basically trying to implement a new strategic plan. Implementing a new strategic plan will even help in solving issues that might even arise in the future such as lack of funding and the increase in the workload (Goundar et al., 2021). Looking at the organization culture in this case also, there is a lack of stability results especially in uncertainty that usually tend to harm the healthcare development and as well as the functioning of the facilities that the organization has. Banner organization has managed to operate in the scope of the regulations that have been placed by the government, there is however the need to make things to be more clear when it comes to implementing these issues. Looking also at the culture of the organization, the culture makes it to be more vulnerable to changes in the economy and this can be achieved if and when the sources of funding are implemented.

Model that Supports the Implementation of the Plan

To successfully implement the suggested plan, the best model to utilize to actualize this is the 5P's model. This was a conceptual framework that was created by Pryor and his colleagues that helped in creating a conceptual framework that implied the alignment and integration of the successful

Redundant phrase: some of the → some

Spelling mistake: Goundar → Goundar

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Passive voice: have been placed

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strategy implementation. The 5Ps in this case include principles, purpose, people, performance and processes. These are very important in the functioning of any organization. In the process of implementing a new strategic plan, these variables are the ones that leaders usually do concentrate on in the process of ensuring that employees are committed to the objectives that the said strategy is seeking to implement (Leape et al., 2020). In Banners organization case therefore, it is very important to pay more attention in the functions and procedures that will undergo certain transformations. This model is therefore the most suitable and important as it is comprehensive and it is aimed at quality improvement. Also all the choices and people's processes can be aligned with the culture that has been established which will end up contributing to the overall development. In as much as the organization is considered to be strong and the staff employment adheres to the goals and the vision, the growing workload can have a significant effect on the culture of the organization, the new strategic plan and even the satisfaction of employees (Leape et al., 2020). This models therefore will help in specifically addressing these issues and ensure that the strategic plan is successfully implemented.

in the process of: In the process of

in the process of: in the process of

Spelling mistake: Leape → Leape

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Punctuation error: Also → Also,

Passive voice: is considered to be

Spelling mistake: Leape → Leape

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