

TABLE 11.4-1**Enabling Factors to Support Implementation of a Population Health Management Strategy**

Pace

- How quickly can this model be implemented?
- How quickly have other programs been implemented in the past?

Scope

- How broadly will this change affect the organization?
- Is change technical, transitional, or transformational?

Depth

- What changes will be required in operations? Clinical practice?
- How will this change affect professional turf?

Publicity

- How will this change be communicated? Publicized? Marketed?

Supporting Structures

- What information systems and information technologies are needed?
- How are resources going to be allocated or reallocated?

Change Drivers

- Who is driving this new program and organizational change?
- At what level are these individuals in the organization?

Source: Adapted from Kanter, R. M., B. A. Stein, and T. D. Jick. 1992. *The Challenge of Organizational Change: How Companies Experience It and Leaders Guide It*. New York: Free Press.
