

Beyond Training: Sustaining Healthcare Technology Adoption

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Assessment & Planning

Organizational Change

- ☐ Change Management
- ☐ Structure-Process-Outcome
- ☐ Technology Acceptance Model
- ☐ Diffusion of Innovations

Planning & Implementation

Adult Learning Theory

Four Principles of Andragogy

- ☐ Involvement in the planning and evaluation of instruction
- ☐ Experience → Basis for learning
- ☐ Interest in Learning → Impact to Job
- ☐ Problem-centered learning > Content-oriented learning

Diffusion of Innovations

Adopter Categories

- ☐ Innovators
- ☐ Early Adopters
- ☐ Early Majority
- ☐ Late Majority
- ☐ Laggards

Implementation & Evaluation

Clinical Technology Governance Committee

- ☐ Shared governance between IT and clinical stakeholders
- ☐ Organizational policies and procedures
- ☐ Department-level policies and procedures
- ☐ Maintenance of vendor relationships
- ☐ Review of vendor-generated reports
- ☐ Continuous feedback loop with end users
- ☐ Clinical champions
- ☐ Physician champions

Evaluation & Maintenance

Adoption Sustainability Model

- ☐ Human infrastructure
- ☐ Continuous feedback loop between IT and clinical
- ☐ Access to technical support
- ☐ Access to intranet resources
- ☐ New Hire orientation
- ☐ Unit-level preceptor skills checklists
- ☐ Computer-based training
- ☐ Annual skills competencies
- ☐ Vendor fairs
- ☐ Proactive recruitment and replacement of super users
- ☐ Regular review and revision of policies and procedures
- ☐ Project “pulse checks”