

Stakeholder impact assessment

Use this tool to anticipate organizational barriers and identify stakeholders with the largest potential impact.

1 Identify who's most likely to be impacted

Use the following questions to pinpoint potential barriers and physicians who will be most affected by the initiative. Consider interviewing stakeholders to gather information, using these questions to guide the discussion.



- Will the change require new competencies? For whom?
- Will organizational infrastructure change?
- Will technology change?
- Will new policies and procedures need to be introduced? If so, which physicians will be impacted?
- Will new equipment be needed? Who will this impact?
- Will physicians be relocated? If so, whom?
- Will hiring additional physicians be necessary?
- Are there going to be new space requirements?
- Will new processes be needed? If so, who will be impacted?
- Are additional resources needed for planning and implementation?

2 Sort your list by type of stakeholder

List the stakeholders you identified in the table below to determine who will be critical to the initiative's success. These are the physicians you should consider pre-wiring to get their buy-in before you share the initiative more broadly. To target your approach, we recommend identifying at least three, but no more than ten stakeholders.

Stakeholder type	Description	Names
Most impacted	<ul style="list-style-type: none"> • Have a personal stake in the decision • Stand to lose something, or will be the most excited 	
Biggest skeptics	<ul style="list-style-type: none"> • Often resist change • Combative or negative in group meetings 	
Normative leaders	<ul style="list-style-type: none"> • Has formal or informal influence • Others look to them to inform their own views • Have relevant knowledge or expertise specific to this change 	
Other		