

# "From Rags To Riches": The Utilization of the "Leavitt's Diamond Model" in the Practice of Radiology

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## BACKGROUND

Leavitt's Diamond Model was proposed by Harold J. Leavitt to explain organizational change. The model demonstrates the interconnection and interdependence between four elements of an organization: Structure, Task, Technology, and People.

The implementation of organizational change to one element will inevitably have an impact on the other elements. Understanding the relationships between these elements can help one anticipate the impact a change to one element will have on the other three elements.

## PURPOSE

We discuss the utilization of Leavitt's Diamond Model during implementation of organizational change in the practice of radiology.

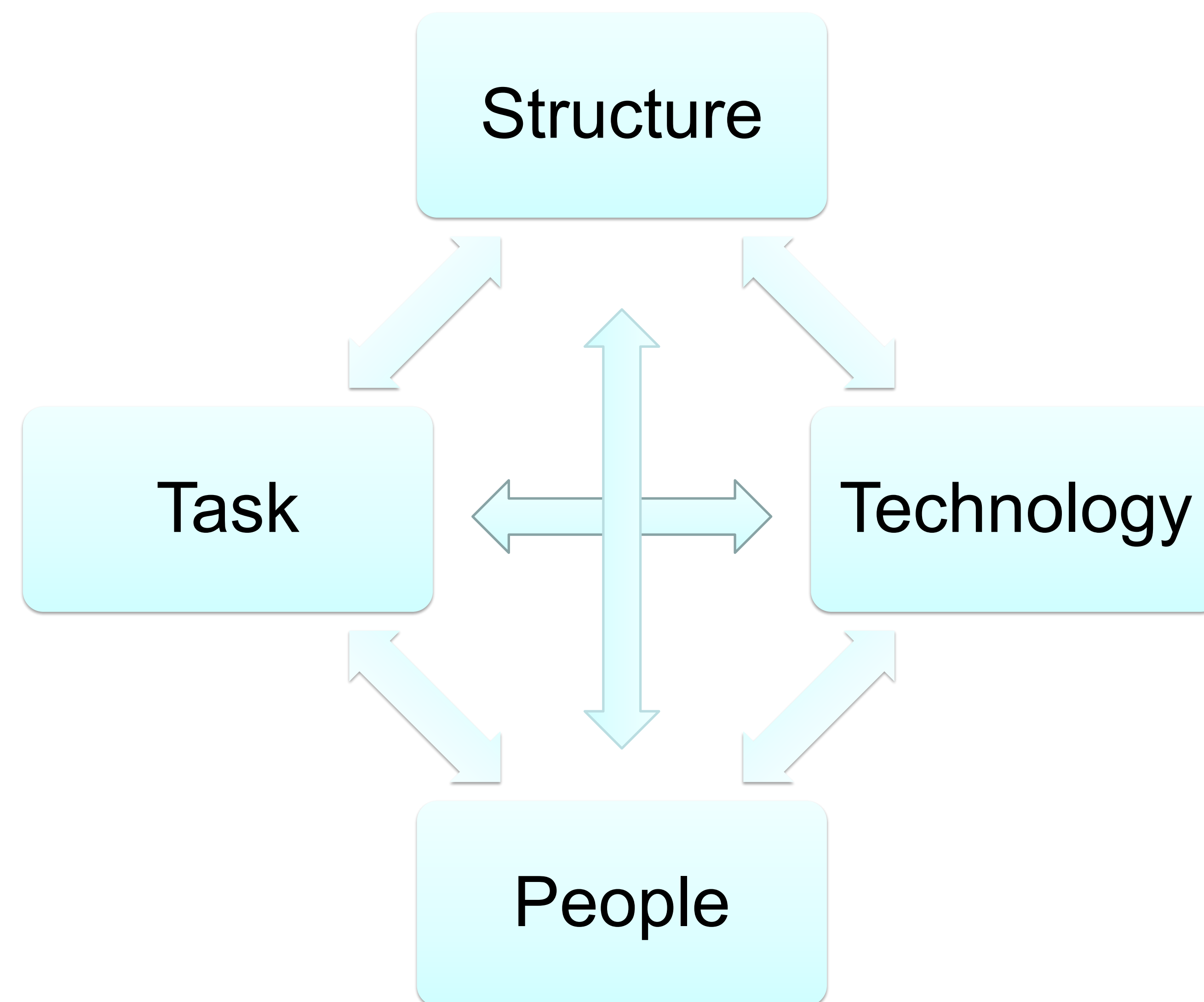
## METHODS

Healthcare practices, such as radiology, are constantly implementing organizational changes to promote efficiency and organizational growth.

It is important to understand the interconnections between elements of an organization in order to successfully implement change in the practice of radiology.

## RESULTS

Fig 1. Leavitt's Model of Organizational Change



**"Structure"** refers to the hierarchy within an organization and the division of responsibilities among employees. Changes to one's position may result in different roles or the need to learn new skills.

**"Task"** are the roles and responsibilities of each person in the department. A change in roles may cause a change in positions or the need to develop new skill sets.

**"People"** refers to individual skill sets, attitudes, and work culture in the department. People in the department are inevitably going to be affected by changes to positions, responsibilities, or technology.

## RESULTS CONTINUED

**"Technology"** refers to any device or computer system that supports the function of the organization. New technology requires people learn new skill set in order to use the new device. Technology may also take over certain roles.

In a continuously evolving field such as radiology, it is important to effectively implement changes in order to maintain productivity. Understanding the interconnections between these four elements in the radiology department can help one predict potential challenges that may arise. Modifications can be made to the plan based off the potential challenges in order to allow for a smoother transition.

## CONCLUSIONS

Leavitt's diamond model can help implement change in the radiology department. The ability to understand the interconnection between structure, task, technology, and people can help implement change in radiology practice and help anticipate additional effects changes may have on other aspects of practice.

## REFERENCES

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