

Challenges to Successful Integration

Agreement and enthusiasm among participants may be sufficient to launch a voluntary integration initiative but a number of potential challenges can impede its development and in some cases bring it to a halt. These challenges must be identified and plans must be put in place to address them as a fundamental part of the integration planning process established to advance the initiative.

Common challenges include:

1. Resistance to loss of power and control.
2. Lack of common agreed upon integration goals.
3. Lack of coordination among the participants and between participants and the LHIN.
4. Premature disclosure of plans to the public during planning and feasibility stages.
5. Lack of understanding of the funding mechanisms and how they will need to be adjusted.
6. Lack of information system compatibility.
7. Lack of a human resources plan.

In approving a voluntary integration initiative, health service provider Boards should be assured that these challenges have been addressed in the integration plan.