Team 2 Executive Summary

While government expenditures on healthcare is increasing yearly, many innovations fail to achieve success. It is desirable to oversee the current healthcare and how innovation will help in achieving success. Innovation is inevitable part of current healthcare system as the current healthcare system cannot cope with the growing demand for enhanced healthcare system that is accessible to all people.

The healthcare industry currently faces five major barriers that make it difficult for innovation to break through and are as follows:

- **Political Barrier**: Deals with the regulation of the healthcare industry through the implementation of policy by a third party such as government or officials.
- **Technological Barrier**: Deals with inherent limitations of technology and infrastructure that disallows innovation.
- **Financial Barrier**: Pertinence to funding as a challenge that disallows or slows down the innovation process.
- **Social Barrier**: Deals mainly with resistance of people at an individual level as innovation may transgress their values or morals.
- **Pharmaceutical Lobbying**: Big Pharma spends significant amounts of money to influence policy and decision making of the government.

Due to the broad spectrum of stakeholders associated with healthcare innovation, it is necessary to overcome the barriers and reach out to associated stakeholders for the better of society. While innovation can be either disruptive or non-disruptive, it is essential that emergence of healthcare innovation efficiently utilize advancement in technology to assist in ever increasing stakeholder demand.

The emerging innovations in healthcare mainly focuses around two key variables: policy, and technology. Policy focused innovation is important in integrating innovation to local community. The idea of technological innovation can largely be categorized into four key categories: digital revolution, tele-health to artificial intelligence, combination of alternative medicine with the standard treatment, and lastly, high resolution 3-D printing technology.

This paper recommends adjustment on government's role in healthcare as they are primarily responsible for overall structure of health care system in a society. Hence, how government may aid in adjusting the healthcare system such that barriers of innovations are minimized are crucial. However, it is to be noted that in many aspects, the innovation is resisted on an organizational scale where front-line employees frequently resist the change and intervention. Hence, ways to improve the overall communicative environment with respect to planning intervention process for innovation is vital.

Concerning hierarchical nature of healthcare organizations, front-line employees, such as clinicians, are often the implementers and users of innovation. Senior leaders make major decisions while the middle-managers are often ambiguous in their role. Therefore, the implementation strategy that utilizes middle-managers as brokers of information may be of great help in creating the right climate for front-line employees to implement and use the innovations. Hence, the strategy of implementation was found to be enhanced through maximizing the use of middle managers as change agents.