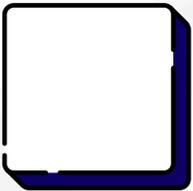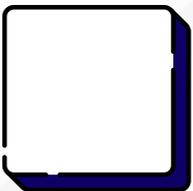# HRO Readiness Checklist for Healthcare Leaders (2026)
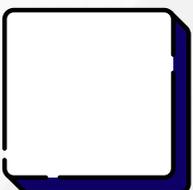
Do we treat near-misses as intelligence, not inconvenience?
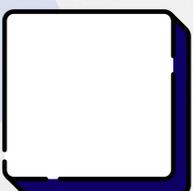If staff stop reporting them, you've already lost critical insight.

Do we resist oversimplifying complex clinical work?
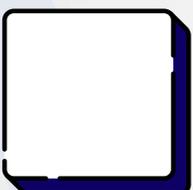Or do we default to slogans, dashboards, and hindsight explanations?

Do decisions follow expertise, and not hierarchy?
Who has the knowledge in the moment, and are they empowered to act?

Are leaders genuinely sensitive to day-to-day operations?
Not just to reports — but to what's actually happening today on the frontline.

Are our systems designed to adapt under pressure?
Or do they only work when everything goes right?