SUMMARY

One of the most difficult activities for the nurse leader is leading change in an organization. The nurse leader needs to have excellent leadership skills, be conversant with change theories, and be able to partner and work effectively with staff in achieving the vision. Being a change coach involves navigating change, generating and mobilizing resources toward innovation, and improving outcomes.

After completing this chapter, you should now be able to:

1. Explain why nurses have the opportunity to be change agents.
2. Identify how different theorists explain change.
3. Discuss how the nursing process is similar to the change process.
4. Discuss the medicine wheel as a change model.
5. Describe the nurse leader’s role in implementing change and the call to action.
7. Recognize how to handle resistance to change.

Exercises

1. How do you normally respond to change in your personal life? How did you respond to your first clinical situation?
2. Identify the leadership skills that a nurse leader must apply when implementing change.
3. Identify a change occurring in your workplace. Using one of the change theories presented in this chapter, analyze
how well the change process is working.

4. What are some of the contributing factors to the failure of change projects?

5. Reflect on how you as a follower can be a positive asset to a change process.

REFERENCES


Walsh-Buhl, M. L. (2017). Please don’t just hang a feather on a program or put a medicine wheel on your logo and think ‘oh well, this will work.’ *Family and Community Health, 40*(1), 81–87. doi:10.1097/FCH.0000000000000125

