

Week 6 Collaboration Cafe

- Describe a potential case scenario involving a MSN-prepared nurse in your selected area of practice. Within the scenario, identify a specific problem which needs to be addressed. Examples might include a new curriculum, change in the EHR, decreasing patient satisfaction rates, safety risks, or another situation which impacts your future MSN role.
- Discuss how Kotter's Change Model would be applied in your recommended change initiative and its intended potential impact.
- Identify one specific leadership strategy to facilitate change, and describe how it is congruent with Kotter's Change Model and may affect your future role.

Dr. McConnell and Peers,

In healthcare, change is constant and can be very challenging for nurse leaders because nurses must be able to adapt and embrace continuous change (Lal, 2019). Nurse leaders must have the skills and tools to inspire their peers to successfully lead change. In this discussion, I will provide a scenario of a problem, recommend a change, examine Kotter's Change Model, and identify a leadership strategy to facilitate change.

At a large hospital organization, fall prevention is always a topic of discussion and concern. As a result, each unit within the organization has developed different processes for fall prevention, and many have been successful. However, when staff members within the organization travel to other units, they do not know or understand the specific fall prevention processes for that specific unit and falls still occur as a result.

In this scenario, the fall prevention rates are not declining even though the whole organization is focused on reducing falls. The issue is there is no standard process for fall prevention and no standard education for all staff members to increase the consistency of the fall interventions. The solution for this issue is to standardize the fall