

NR631 Week 3 Discussion: Change theory in project management

Read the Mitchell (2013) article listed in the required reading list. Leading change is an important part of successful project execution and implementation. The nurse leader and project manager should be intimately familiar with a particular change theory that serves as the framework for leading the change represented by a project. Identify your "go-to" change leadership framework and discuss how you will use that framework to guide organizational change.

As a nurse leader it is important to remain current on up-to-date practices. Healthcare is a continuous changing process founded in looking for ways of making patient care safer and cost effective. In order for an organization to stay abreast of new technology and align best practice an environment must be created with change agents as leaders from the executive level to the bedside. When thinking of creating a new project Kurt Lewin's theory' is the first change model which comes to mind depending on the needed change. Lin et al., (2017) describe Kurt Lewin's theory 1947 change model of three stages described below:

- 1) Unfreezing deals with getting to the point change is necessary and moving away from what is considered normal.

- 2) Change stage is the process of when people realize that the current way of doing things is not working and start to look for new ideas or process of making it better.

- 3) Refreezing involves once the issues has been corrected and implemented, the focus shifts to sustaining it and keeping it current.

When system-wide changes is necessary leaders are vital to guide and inspire frontline workers and is vital in ensuring that leaders are representatives of the organization's culture. An