

### **Week 3: 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.

Initial Post

Hi All,

Change is constant and progressive in healthcare. However, implementing change is challenging. Most change efforts fail due to the unsystematic methods used to implement it. Change requires effective leadership, effective communication, teamwork, inspiration, and evaluation.

Identifying a change theory to correlate with the desired change provides a specific approach for starting, managing, and a successful change. Resistance is expected with change and must be managed during the change process. Successful change is most often associated with a leader of change. This leader will have the characteristics of the necessary skills to implement change successfully. It is ultimately up to the leader to identify the most suitable theory based on the situation that needs addressing. Responsibility and execution of change is guided through the project timeline.

After reviewing change theories in the references, I feel that Lipitt's is the best suited because the change has seven phases that encompass the stages included in the Lewin and Rogers theories. All three theories have strategies to prevent reversion to prior practice. According to Mitchell (2013), Lipitt's theory, used in combination with the democratic leader style, is usually best fitted for nursing leaders because it utilizes the foundational elements of nursing practice.

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