

### **NUR 514 Topic 3 DQ 2**

**You have been selected to serve on a community outreach committee within your state's nursing organization. The committee includes registered nurses of different specialties. At your first meeting, it becomes evident that not everyone is in agreement with a recent position statement about the role of spiritual care, with some members arguing they will no longer support the committee if the position statement is not revised or reversed. As a nurse leader and change agent, how would you approach the committee? How could you draw from change theory to address these concerns and encourage collaboration on the committee?**

#### **Answer:**

Resistance to change often occurs despite efforts in preparation and planning. In order to manage resistance, leaders should bring those that are resistant into the change process. This allows for alternate viewpoints to be heard and further innovation to arise (Weberg et al.,2019). While resistance may come off as negative, leaders should “embrace the resistance, explore it, confront it, and engage it to learn how to improve the idea or process” (Weberg et al., 2019).