

DQ1

Describe an organizational change model that can be used in a dynamic health care environment. Based on this model, how is organizational change is managed? What role do stakeholders play during organizational change?

John Kotter's change management model is an eight-stage process for transformational change. This dynamic model consists of eight stages that are organized into three phases. The first phase is creating a climate for change. Second phase is engaging and enabling the organization, and the third phase is implementing and sustaining change. The first stage allows communication of vision through words or leading by example. This also enables stakeholder engagement and building of commitment and trust. The second and third phases involve team work to overcome barriers and empowerment of all members. Feedback on benefits of change and motivation through incentives for adopting change is possible in these phases. Thus the work culture is changed gradually and short term wins keeps the system going in the positive direction. Later, more change and anchoring of new changes in the organizational culture is performed through strict focus on vision and strategies required to sustain the change as a permanent part of the organization (van Buijtene& Foster, 2019).

Organizational change signifies alteration in total work environment. It is an important element of majority of organization. Organizational change is inevitable in a culture that is progressive. It involves change in the strategies, procedures, or culture of an organization. The change may be structural, implementation of technology, change in workforce, changes in employee behavior, or other elements. Kotter's model emphasizes on reducing complacency and creating a guiding coalition. Kotter's model would be more useful since it allows more space and time to produce a transformational change. Additionally, this model is suitable for sustaining the