

Thesis statement

The article by Shirley, (2013) addresses the use of Kurt Lewin's theory of planned change to guide managerial processes during a period of organizational or structural modifications.

When I think about successful changes that have occurred in my clinical area, I can clearly see how this model has been utilized and how it has resulted in effective outcomes. Specifically, the creation and implementation of new patient safety protocols were guided by each step of Lewin's theory. First, there was an analysis of the current situation to identify areas where improvements were needed and what types of changes would be most beneficial for patients. Second, there was dialogue to ensure that everyone involved in the process had a chance to voice their views on potential solutions. Third, alternatives were developed and tested to make sure they would be effective before they were adopted. Finally, the new protocols were implemented and monitored, with regular evaluations to ensure that all changes had been effective and that any modifications that still needed to be made could be identified.

Transition and explanation

In my clinical area, a change was implemented to enhance the efficiency of patient care. This change followed the steps outlined in Lewin's theory of planned change – Unfreezing, Changing, and Refreezing. The change was successful as it achieved its intended goal of increasing efficiency. An article by Kaminski, (2011) identified four essential requirements for successful implementation of the Change Theory, which include awareness and understanding among nurses about change, clear communication between stakeholders, knowledge and skills required for successful implementation of the change process, and a strong commitment from all stakeholders involved. This means that if I could have improved the process, I would have ensured that everyone involved had adequate training on how to use the new system so as to ensure a smoother transition into the new process. Additionally, I would have consulted with

experienced staff members who had gone through similar changes before to identify any potential pitfalls or challenges they encountered during their own transitions in order to ensure a more successful implementation of the change. Overall, by following Lewin's theory of planned change and incorporating suggestions from experienced staff, the change in my clinical area went smoothly and was successful.

In conclusion, it is clear that Lewin's theory of planned change provides an effective framework to guide managerial processes during periods of organizational or structural modifications. This was demonstrated by its successful implementation in my clinical area, where a new patient safety protocol was created and implemented efficiently due to the steps outlined in this model. With proper training and consultation from experienced staff members, the transition into the new process went smoothly, achieving its intended goal of increasing efficiency.



References

Kaminski, J. (2011). Theory applied to informatics-Lewin's change theory. *Canadian Journal of Nursing Informatics*, 6(1).

Shirey, M. R. (2013). Lewin's theory of planned change as a strategic resource. *The Journal of Nursing Administration*, 43(2), 69–72.

