Change Management

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Course

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Change is inevitable, and organizational members must be ready for it. The health environment is very dynamic, which makes it establish changes regularly. Recently, there was a change in the hospital where I work. As a healthcare professional, I was the leader of the change process team.

To ensure the successful implementation of the change, I used Lewin’s model of change. It contains three stages that guide the process to reduce the rate of change resistance. First, in the unfreezing phase, I prepared the team members for the change by demonstrating its need and the benefits it will have on them (Nichols, 2007). Secondly, I initiated the change so that everyone could be aware of it. Finally, in the freezing phase, I made the change to be accepted in the institution and be a norm.

As a medical leader, I had to establish an effective team that comprised of other healthcare professionals. During the team-building process, I set my leadership through inspiration, influence, and sharing my vision (Armstrong, 2016, p.5). Additionally, I built good relationships with the team members to gain their trust and commitment. Moreover, I educated them about the need to work together. Finally, I formulated the rules that would guide the team in the implementation of the change.

The team that I created was self-managed. The common shared goal gave the team members the morale and motivation to carry on with the process (Taylor, 2010, p.74). The members did not require supervision since they understood the need for the change. Besides, I analyzed every situation to come up with the best intervention to make the vision achievable.

The team dynamics originated from the personality of the team members and the organization. During the identification of team members, I was keen on the behaviors and qualities of the individuals since they would influence the process (Taylor, 2010, p.60). Furthermore, the organization was contributing to the dynamics because of the provision of resources.

During the process, I incorporated McGregor’s theory X and Y as a basis of motivation I focused on theory Y, which suggests that there is a lazy and active workforce in every organization. For employees to be more productive, they have to be appreciated and recognized (Armstrong, 2016, pg. 34). Therefore, I managed the team and rewarded high-level performers for motivating them on their achievements.

References

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