

Type: Essay

Subject: Nursing Leadership Course

Subject area: Nursing

Education Level: College

Length: 2 pages

Referencing style: APA

Preferred English: US English

Spacing Option: Double

Title: Developing change project

Instructions: identify the change project topic and identify why it is a problem (provide details). identify the stakeholders (both internal and external) and summarize the benefits of the change project as well as the benefits and challenges associated with internal and external stakeholders.

Focus: <http://sbmu.ac.ir/uploads/marquis> leadership roles and management functions in nursing theory and application 2017.pdf chapter 7-10

**Developing Change Project**

Name

Institutional Affiliation

Instructor

Course

Date

### **Developing Change Project**

Pressure ulcers are becoming more prevalent in hospitalized patients in the United States, with a 63 percent rise from 1993 to 2003; the average length of stay for pressure ulcers has been 13 days, with an estimated cost of \$38,000. The key to preventing pressure sore growth is early diagnosis. Nurses must be educated and conscious of the signs of tissue destruction as well as risk factors for patients. Reduced mobility is the most significant element in tissue injury and the growth of pressure ulcers (Marquis & Huston, 2017). The executive nurse manager is completely responsible for the proper management of clinical services, including nursing curriculum, nursing practice, and clinical reasoning. The nurse leader is accountable for preserving the standard procedures and values through program development, execution, and assessment, and that policies are evidence-based. The nurse leader is held responsible for the incidence of pressure ulcer, a nurse-sensitive indicator, via a balanced score card and is standardized against the other facilities (Lala et al., 2016).

Given the complexities of this issue, it is unsurprising that there would be a rise in hospital-induced pressure ulcers considering today's critical shortage of nurses. Although nurses may complain that they don't have enough time to complete all of their tasks due to an overwhelming workload, a minimum nurse-patient ratio is unlikely to be sufficient to ensure quality of healthcare (Soban et al., 2021). When confronted with this issue and guaranteeing quality care, it is critical to consider hospital readmissions, nurse leadership ability, institutional policies and practices, and available supplies and equipment. Treatment plans must be developed

and evaluated, not just developed, according to everyone from the chief nursing officer to the healthcare professional. Finally, it is the executive health care leader's duty and obligation to enhance this nurse-sensitive indicator while lowering health-care costs (Marquis & Huston, 2017).

Stakeholders are considered as enterprises that "play a role in maintaining the health and effectiveness of the business or are affected by the project." Because the facilitator and student group have a common interest in bringing about positive change at the George Derby facility, we are representing external stakeholders (Ju & Gong, 2017). We contact with the role model and the healthcare team members, who are members of the internal stakeholder group, to design the needs assessment. Additionally, volunteers, residents, and their communities are internal stakeholders. A nurse can become an advocate for change by being motivated by the desire to contribute in the lives of patients, families, the workplace, and the community (Marquis & Huston, 2017). Nurses are natural transformational leaders because of their unique role as a bridge between patients and other healthcare staff. Nurses have the responsibility to promote change and reshape the contexts in which they work as leaders. Ability to manage a range of duties, championing for their patients, nurturing meaningful interactions, and acting as a change agent are just a few of the techniques that nurses can use to make a changes in the lives of their patients, coworkers, and the society (Lala et al., 2016).

The project is on track to be a success due to the group's willingness to put research theory into practice and gain knowledge of new information and skills in all parts of the project.

The group will have the opportunities to test some of the most significant positions of a nurse, research and education, by going through the research process. Furthermore, the group is driven by a desire to enhance residents' well-being and maintain a high quality of life. Another key driver is agents of change, who aspire to achieve the mission of maintaining residents' optimal degree of personal health and well-being within a positive and considerate environment (Marquis & Huston, 2017). They are also determined to save money by focusing on prevention goals. However, staff unwillingness to adjust their daily routine is one example of a limiting force. The agents of change will ensure that our educational tools are integrated into their daily tasks. A low response rate to the needs assessment might be another obstacle (Soban et al., 2021). To combat this, our mentor set a deadline for completing the formulary and submitting the memos in prominent locations. Due to the increasing level of ESL front line staff, low turnout at the tutoring session and lack of understanding the message could possibly be roadblocks to the accomplishment of the project (Ju & Gong, 2017).

## References

- Ju, W. A. N. G., & Gong, Y. (2017). Potential of decision support in preventing pressure ulcers in hospitals. *Context Sensitive Health Informatics: Redesigning Healthcare Work*, 241, 15.
- Lala, D., Houghton, P. E., Kras-Dupuis, A., & Wolfe, D. L. (2016). Developing a Model of Care for Healing Pressure Ulcers with Electrical Stimulation Therapy for Persons with Spinal Cord Injury. *Topics in spinal cord injury rehabilitation*, 22(4), 277-287.
- Marquis, B. L., & Huston, C. J. (2017). *Leadership roles and management functions in nursing: Theory and application*. Lippincott Williams & Wilkins.
- Soban, L. M., Hempel, S., Munjas, B. A., Miles, J., & Rubenstein, L. V. (2021). Preventing pressure ulcers in hospitals: a systematic review of nurse-focused quality improvement interventions. *The Joint Commission Journal on Quality and Patient Safety*, 37(6), 245-AP16.