Response to Shawn

[Name of the Writer]

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It is a widely agreed point that leadership should oversee any discussion of change that would be implemented. To put it simply, whether a change in the current setting of the organization would be good or bad can only be determined through conversation between peers under the watch of leadership(Huber, 2017). Certainly, having management involved in any sort of change allows the change to be implemented smoothly. Moreover, the leadership should recognize that staff would feel better and they would know that they are being taken care of. This fact is reflected in the work done by numerous researchers. According to research, any business in which leadership or higher management is actively involved in the process of implementing change within their organization is always successful in implementing the change (Al-Ali et.al, 2017). This success is resultant because the leadership of any organization leads from the front in the process of change. Examples of the organization successfully implementing a change by having the leadership heavily involved in the process are found in abundance in literature. Shawn highlighted two instances where a change in an organization was implemented. The change in which staff had to wear a device to record the compliance regarding hand-washing was not fully accepted by the employees. It is because the management was not involved with the staff in informing them about the potential benefits of wearing the device as the staff was reluctant to embrace it. Management could have easily implemented the change if they were actively involved with the employees. Another instance in which the change was successfully implemented in the organization was when the monitors were to be replaced. The reason that this change was successfully implemented in the organization is interesting. Because the staff was fed up with the old monitors they undertook the change easily. Moreover, having a specialist from the monitor company helped the staff understand the benefits. It is evident from the discussion above that when leadership is actively engaged with the staff; the process of implementing a change is smoother (Burnes, Hughes & By, 2018).

**References**

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