Response to Beth

[Name of the Writer]

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It is an undeniable fact that change is an important aspect of human life. Although a change can occur with or without individuals having a complete awareness of it, it holds the power to influence human lives significantly, no matter how big or small. Certainly, change and innovation are central in leadership competency in ensuring steady organizational growth (Rokstad, 2015). To alter a specific task or a process is referred to as change while any new idea or a plan is known as innovation. Rightly, leaders who can brainstorm newer ideas can ensure their organization is showing growth in the right direction. At first, individuals within the organization might have a hard time accepting the change. However, with time individuals would understand that the change is for the collective good of the organization. Beth has stated an example in which a change was brought in the hospital in which nurses would have to sign the paper whenever they look after a patient. Unfortunately, only a few nurses remembered to sign the paper intended to record the activity. Sadly, the change was not completely embraced by the hospital staff because the managers did not take the employees on board regarding the change (Maqbool et.al, 2017). However, the managers were quick in realizing the reasons why the nurses were not signing off the papers. The managers changed the paper a little bit by adding additional information regarding the patients. As a result, the nurses found the process of filling the form interactive and completely embraced the change. It is interesting to note that when the managers did not communicate with the nurses regarding the enactment of the change, the change was not completely implemented. However, when the managers were involved actively with the nurses regarding the enactment of change, the change was successfully implemented. Maybe this is why Huber identified the 70% of changes in organizations are unsuccessful (Huber, 2017).

**References**

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