Planned Change Application of a Unit

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**Introduction**

Planning for implementation of the change process consists of different steps which identify the problems with the change, the organization's mission, the model or strategy to implement, and the management of the change. Healthcare and nursing require a descriptive analysis of a difference within a unit of a healthcare organization. As for the change needed in Presbyterian Hospital Dallas, the plan is to change the fixed wooden box beds in the geriatric unit to Hill-Rom hospital beds to decrease the number of falls (Hirsbrunner et al. 2014). This plan of action or a change implementation plan would require the issue or problem identified within the department. Moreover, it would discuss the new change that can address the issue and align the organization's missions and values along with delivering a professional standard of practice. Lastly, the discussion would identify and analyze the strategy which would be facilitated to manage the change within the selected model.

**Discussion**

**Identification**

Due to an increase in the number of patients falls in the geriatrics unit, the hospital wants to make a plan for implementation of change that would change the geriatric unit. The proposal would consist of replacing the fixed wooden box beds to Hill-Rom hospital beds with a setting that may alert the nurse when the patient tries to move or fall from the bed while getting up. The problem or issue with the specific department is its lack or inadequacy to buy the latest hospital and patient equipment. Even though these Hill-Rom beds are very costly and might require extensive investment, but it would help the organization reduce the number of patient falls in the geriatrics unit. The only specific or realistic change, for now, would be to replace the wooden box beds with the Hell-Rom hospital beds. Some of the patients who fall in the geriatrics unit suffer from significant mortality and morbidity, including injuries, financial liability, and prolonged hospitalization.

Using the new plan would reduce all these issues considerably and will help the patient recover quickly. Replacing the beds with the new Hill-Rom beds is one of the admissible prevention strategies for increased patient risk. Moreover, a change in medication may also reduce the fall in elderly with special medical conditions. Nurses can also stay vigilant and active while doing their duties so that patients may require their help whenever needed. The organization’s mission is to provide quality care to patients while focusing on all other areas of nursing such as pharmacology, therapies, interventions, admission rates, recovery, etc (Wiggermann et al. 2019). All of these activities are aligned with the organization's values and mission. They aim to provide a professional standard of care to the patients while keeping the costs to a minimum. However, this change in the geriatrics unit would require extensive cost but may solve many patient-related problems.

The change model that would be required for this implementation plan would consist of a solid rationale supporting the idea of replacing the fixed wooden box beds with the Hill-Rom hospital beds. The organization would have to save its costs to buy the new beds for the patients and sell the old ones to a low minimum price. Moreover, the hospital would also have to look for credit ways to indulge towards covering its financial costs for the new plan. Other screening tools with sufficient prognostic accuracy can also be used or recommended during this plan of action. Medical records and historical records of patients having to restrain and carry risk indulgences while being cared for can be overcome during this process. This selective rationale for this change model can be adequately used. The steps for the selected change model would start with first removing the fixed wooden box beds, collecting all the funds for the new implementation plan, ordering the most useful Hill-Rom hospital beds, and putting them for patient use.

The people who would be involved in initiating and managing this change would be the ones who are directly involved with patient care. Such as doctors, nurses, therapists, hospital staff, surgeons, etc. All of these individuals would be equally involved in initiating this plan of action through properly consulting patients and involving them in the decision making process (Sligo et al. 2017). The skills and characteristics required by each individual during this change would be to have enough knowledge and expertise about the Hill-Rom hospital bed and other necessary equipment that would reduce the number of falls for patients. Moreover, the nurses would have to improve their facilitation efforts towards the geriatrics unit so that the patients can acquire as much help as they want.

**Conclusion**

The aforementioned plan of action and the implementation change evaluates the key theories and strategies of hospitality management and nursing. It requires the staff to manage and care for all the organizational needs adequately. As the change is extensive and requires many costs, the organization would have to evaluate all its current costs before managing to buy the Hill-Rom beds. The management would have to calculate the number of patient falls in the geriatrics unit and reflect on fixing the issues and inefficiencies found in the specific unit. While aligning organizational goals, mission, and values, the strategies should be formulated and engaged towards the units facilitation efforts. Determining what to be involved and who to be involved, the essay would reflect on the initiating and management process during the change of plan and action (Hussain et al. 2018). The characteristics and skills required by the staff for this change in process is also identified above.

**References**

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