The Challenge of Change

[Author Name(s), First M. Last, Omit Titles and Degrees]

[Institutional Affiliation(s)]

Author Note

[Include any grant/funding information and a complete correspondence address.]

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It is said that “Change is the only constant thing”, and stands to be very true. Change is inevitable, no matter what area it is, change is going to come and no one can avoid it. Most of the time, change cannot be stopped or even controlled, only the strategies can be devised or moulded according to this change. Whether it’s a change in nature or geography due to some natural cause or some man-made cause, precautionary measures can be taken during the process of change or after the change.

If a particular scenario of the business is considered, there are a number of instances where change proves to be beneficial for the organization. Especially in the case of healthcare organizations, change proves to be very effective and helpful as it is intended for the betterment of the patients (Fullan, 2009). A positive change in the area of health care affects millions positively.

Managing change in the sector of healthcare and nursing has never been an easy task, in fact, is a very complex and challenging phase. This dynamic process is never a choice between technological or people-oriented solutions; however, it is a combination of all the factors. An effective change in the area of healthcare as unfreezing old behaviors, introducing new behaviors and re-freezing them.

Employees usually show reluctance in accepting the change but managers are usually motivated to bring in the change. Change in the area of healthcare and medicine may be continuous, rare, occasional sporadic or continuous. Most of the times changes are unpredictable, and the strategies usually are designed after the change has taken place. The examples of successful changes in the area of healthcare are the induction of technology and the computerized record-keeping of the details or medical records of the patients.

References

Fullan, M. (2009). *The challenge of change: Start school improvement now!*. Corwin Press.