

This week we learned about Lewin's theory. While reviewing material before class, I found that concept a little difficult. During the lecture, I was able to understand the stages of the change model better. Giving examples and relating them to real-life situations helped to know how the different forces work together for a goal.

I feel confident in the topics about change and how they affect organizations. I have dealt with many changes throughout my professional career. This article relates to this week's lecture about change and what is needed to transition. Organizations need a vision when it comes to making changes. Leaders and team members need to be accepting of the change for it to be effective. Transformational leadership contributes to change within an organization and is favored when needing a change to occur. These leaders are more receptive to change (Martin et al., 2016). During the change process, a shared vision is used for guidance and hope when things are not stable (Martin et al., 2016). Change is inevitable, and organizations should always think forward and be open to change to be successful.

Reference:

Martin, J., Schärer, S., Sackmann Rageth, E., Ulrich, A., Wehrli, M., & Frei, I. (2016). Journey to a shared vision for nursing in a university hospital. *International Practice Development Journal*, 6(2), 1-13. doi: 10.19043/ipdj.62.004