Week 7 Leadership Homework

1. The nurse manager hears that a nurse is very against a policy change. How should this be handled?
Ask if you can help them understand why the change was implemented, have meeting with them to figure out what the problem is.

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2. What are barriers to effective change?
Flexibility to change, evaluation of the immediate situation, anticipated consequences of the change, perceptions of what they will lose and gain. Resistance with staff, poor timing.

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3. What behaviors should the nurse manager implement when mandated change?
Consistency, involve staff, own the change

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4. In Lewin's change theory the unfreezing stage ensures employees are ready for change
TRUE FALSE

5. Stage 2 Movement for change sets target dates, and gives encouragement through the change
TRUE FALSE

6. What is a good reason for change?
A. Change to reduce unnecessary workloads
B. Just because the manager wants to
C. Make work more difficult
D. Give employees more to do in their job

7. SWOT stands for Strength, weaknesses, Opportunities, Threats
TRUE FALSE

8. Proactive planning is always the goal of planning
TRUE FALSE

9. What should be considered in strategic planning
Establish realistic goals and objectives, clearly communicate the goals, develop a sense of ownership of the plan, develop strategies to achieve the goals, provide a base from which progress can be measured, ensure that the most effective use is made of resources.

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10. rules should be flexible
TRUE FALSE

11. Change is easy for everyone
TRUE FALSE

12. What happens if change never happens
Organizations stagnate and die