The need for leadership education and development in undergraduate nursing has been established (CASN & CNA, 2014) and is essential for the progression of the profession (Duncan, Rodney, & Thorne, 2014). Change is inevitable in health care and is something that nurses are a part of continually.

As a part of learning on leadership the concept change was utilized with fourth year nursing students to solidify their understanding of leadership concepts and their effects on change. Beginning the exploration of change within nursing education provides nurses with the foundation needed to become leaders of change and effective followers.

As a method to improve application of change theory and to increase understanding of the nurses role in change an assignment was utilized to consolidate student learning.

In the written paper students identify a change in health care, utilize a theory of change to assess and create a plan.

Students were required to complete a force field analysis (Yoder-Wise, 2015), and identify the role of the nurse in the change process.

Using evidence, students connect their issues to demonstrate application of their theory to a real-life health care issue with a nursing focus.

In evaluating the assignment through course evaluations and student feedback we found:

• Students were able to identify the role(s) of a nurse leader in change, the importance of followership, and how change unfolds.

• Some students found this assignment challenging while others provided positive feedback.

• Students identified that the paper was a great learning experience to apply theory to a "real-life" situation.

References


