

Discussion board
post response - i
agree with all aspects
of your discussion

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One of the points I agree with is the fact that allowing enough time to elapse after implementation of the strategic plan before evaluation is conducted is imperative. This is in regards to Laureate Education (2013e) discussion that giving implementation enough time allows implemented processes to be absorbed into the organizational culture or as the norm. Therefore, your proposition in regards to conducting your evaluation after 1 year is in line with Laureates Education arguments. I also concur that refreezing, in the context of your planned change, can be achieved through trainings with an intention of facilitation comprehension of the importance of the planned change. As explicated by McMurray et al (2009), such an approach would reduce fragmentation and hence facilitate adoption of a patient-centered approach to care. In doing so, patient-centered approaches will be adopted and subsequently absorbed within your organization.

Response to Jacqueline Rodman

Jacqueline, I agree with your discussion particularly your observation that asking the right questions during evaluation will establish the practicability of the planed change. In my organization for instance, asking assessing the costs of the planed change helps establish the adequacy of available resources. I also agree that stability can be achieved through refreezing. Dr. Carol Huston (2013e) elucidates refreezing as a process involving adoption of the implemented changes as the norm or their absorption into organizational culture. Viewing change of implemented processes as part of the organizational culture ensures consistency and in doing so, stability is achieved. Dr. Carol Huston (2013e) also posits that evaluation should be a continuous and cyclic process. In this viewpoint, I agree with your observation that evaluation should be constant.

References
Laureate Education (Producer). (2013e). A critical element [Video file]. Retrieved from <https://class.waldenu.edu>.
McMurray, A., Chaboyer, W., Wallis, M., & Fetherston, C. (2009). Implementing bedside handover: Strategies for change management. *Journal of Clinical Nursing*, 19, 2580-2589.