

Change theories, conflict theories, and leader as a change agent

[Health & Medicine](#), [Nursing](#)



Discuss and explain change theories, conflict theories, and leader as a change agent

Introduction

In the present day context, conflicts in organizations have emerged to be an omnipresent phenomenon. Conflicts often arise from the differing needs and expectations of the workers in the organizations. The facet of change which is a critical and prevalent component in organizations can also fuel certain conflicts that require tactful handling from the leader or manager.

Consequently, the role of a leader as a change agent is considered to be of utmost importance to ascertain harmony and coherence in the workplace. In the nursing environment, conflict can be determined as a key factor owing to the reason that it can certainly unsettle the workplace which might hamper rendering of quality healthcare service to patients. Conflicts in the workplace such as nursing environment can emerge as a significant issue which often results in absenteeism, job dissatisfaction and turnover. With these considerations, this essay intends to discuss and explain the change theories, conflict theories and leader as a change with reference to nursing environment. Moreover, this study highlights the way in which an individual's ability to handle conflict can either enhance or hinder effective leadership in the nursing environment.

Discussion and Explanation of Theories and Concepts

Change Theories. Change theories can be developed by exploring frameworks or models which render theoretical tools for justification, explanation and analysis. In this regard, Carney argues that nurses use management knowledge and skills in time of delivery of care. Therefore, it is

essential that they have insights and knowledge regarding change theories. Change theories in relation to nursing environment can be differentiated as either linear or nonlinear. Linear planning is applicable when change is slow moving or predictable, on the other hand nonlinear model of change theories is very much necessary in today's healthcare system or nursing environment. These models are based on the premises that change occurs naturally from self-organizing patterns. Moreover, these theories encompass the notion that change environments vary from being stable and extremely tense, to being chaotic (Daly et al., 2004).

Conflict Theories. Conflicts are commonly perceived to appear from certain undesirable circumstances in the workplace. A proper comprehension of conflict theories can facilitate the nurses and organizations to mitigate the ensuring reasons behind such uncalled-for situations. A lack of management of conflict may hamper the ability of the nurses to offer quality care to the patients. Conflict theory, as a part of nursing education teaches the nurses to ascertain the inner conflicts does not hamper the provided quality of care to the patients. Nurses who effectively deal with the conflicts demonstrate respect for their colleagues, clients and their profession. An efficient execution of conflict theories which includes understanding the reason behind conflicts and acting as a mediator to resolve conflicts by nurse leaders can also benefit the nurses to reduce their problems and to manage their working environment. It can facilitate to develop the relationship amid nurses, patients and colleagues. Conflicts can be resolved by the use of effective communication skills (Hiemer, n. d.). It can be highlighted that conflict theories represent a set of comprehensions regarding the causes

behind conflicts which can facilitate to ascertain a range of attitudes and behaviors of individuals, organizations and groups that would enable to deal with conflicts. In the nursing environment, the professional nurses play a vital role in terms of conflict management. With regard to education, the preparation of nurses' conflict management skills is a crucial part of their education (Feldman & Alexander, 2012).

Leader as a Change Agent. A change agent is the individual responsible for carrying others forward who are affected by the change through its stages. In terms of the nursing environment, prime change agents are often nurse educators who essentially prepare future nurse managers. The nurse educators test the educational background of the future nurse managers in terms of different healthcare settings along with supporting them in professional development. Contextually, Wright argues that "achieving change quietly relies heavily on nurse skills as change agents" (Daly et al., 2004). He also describes that change agents need to be assertive and have own awareness in relation to conspiracy and managerial repression of colleagues. Similarly, Marriner-Tomey identifies that leader as a change agent employs certain strategies for imbuing change by nurse managers (Daly et al., 2004). Primarily, change agents are the persons who lead business-wide initiatives or change projects by planning, researching and defining networks as a part of managerial change efforts. Leader as a change agent deals with the psychology, analytic and emotional aspects of change. Furthermore, leader as a change agents are determined as trustworthy, reliable and credible within diverse organizations. They are also the master of change management and retain the skills and knowledge to

support the people and the purposes within the nursing environment (Feldman & Alexander, 2012).

Significance of Leadership Ability to Handle Conflicts in the Nursing Environment

To handle conflicts efficiently in the nursing environment, a leader needs to possess the capability of intuitive management of diverse employees in the workplace. An effective leader seeks to develop self-confidence along with ability to handle a conflict situation and to work with others. The depiction of effective leadership through managing conflicts is certainly helpful to enhance the position of leader amid his subordinates. This quality is critical to help the nurse leaders in delivering high quality care and ensuring a reduction in the organizational conflicts. Moreover, for reducing conflicts in the nursing environment, an effective leader needs to support his/her staff and act as a mentor. Moreover, the leader needs to show empathy for his/her colleagues. This approach can enable the leader to understand the staff in a better manner which can significantly enable them to mitigate their deliberations (Baillie & Trygstad, 1989).

Conclusion

The study shed light on change theories, conflict theories and leader as a change agent in the nursing environment. It has been determined that leadership role is quite essential in developing a harmonious nursing environment by reducing conflicts through effective communication.

References

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