Telling Our Story: From Change Resistance to Readiness

Dr. Nancyruth Leibold, EdD, RN, MSN, PHN, CNE, AHN-BC
Dr. Mary Bemker, PhD, PsyS, MSN, CNE, LADC, LPCC, RN
Attendees of this Session will

1. Explain the use of storytelling to promote change.
2. Identify key elements of the Art of Storytelling
Narratives/Storytelling Terms

- A story is a series of happenings or events
- Storytelling is communicating a series of happenings or events
- Narrative Pedagogy (Brady & Asselin, 2016; Wood, 2014)
  (Fisher, 1985a; Miller, 2011; Nelson, 2017; Oermann, 2015; Palacios et al., 2015)
Connection to Change Theory Application

- Change Resistance
- Change Readiness

(Marquis & Huston, 2017; Wheeler et al., 2016)
Theories

Transformational Leadership (Marquis & Huston, 2017)

Narrative Paradigm (Fisher, 1985a; Fisher, 1985b)

Causality of Stories (Miller, 2011)
Lewin’s Theory of Change

- Unfreeze
- Change
- Refreeze
- Telling Our Story
Art of Storytelling

◉ When did the story grab you?
◉ Projection
◉ Identification
◉ Empathy
◉ (Miller, 2011; Welch, 2014)
Experiential World of Storytelling to Promote Change

- Transformational Nurse Leadership Strategy
- Mediums of Stories
- Group storytelling: “Telling Our Stories” Can be very empowering!

(Bess, 2015; Beuthin, 2015; Dossey, 2016; Fox et al., 2017)
Conclusion

- Change should only be done to improve a situation
- Narratives can be used to promote change
- The Art of Storytelling
References


References


References


References

References

References


References
