Preventing Tomorrow’s Leaders to Bring About Positive Change for Healthcare and the Nursing Profession

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PURPOSE
This poster describes a scholarly project that explores the current literature related to nursing’s involvement in health policy, discussion of Kotter’s change model, and identifies how Kotter’s model can be utilized by the nursing profession to transform healthcare. In addition, the poster describes incorporation of Kotter’s model into a macro leadership course within a baccalaureate nursing program.

BACKGROUND
Academia has the important role of preparing future leaders to lead a transformation of the healthcare system in the United States (Waddell, Adams, & Fawcett, 2016). Preparing nursing students to be leaders is key to advancing the profession and improving patient care across the country. In our baccalaureate nursing program, many students were not interested in health policy and lacked understanding of the process of leading change. The macro leadership course was redesigned and students’ evaluations of the course’s effectiveness drastically increased. One of the alterations included an introduction and discussion of Kotter’s tested model in order to educate students on the change process and prepare them to complete an advocacy point paper assignment. The long term goal was to provide students with the knowledge to be change agents in their future careers.

CURRENT LITERATURE
• Nurses possess evidence to support change for our healthcare system and the nursing profession (Conn & Armer, 2012; Hall-Long, 2009)
• The profession has the ability and insight to lead change (Premiji & Hatfield, 2016; Westphal & NeNielt, 2014)
• Historically, nurses were not involved in the development of health policy (Sheehan, 2010) – but this has and WILL continue to change!
• We must make our presence known and understand how we can bring about change in order to improve and transform the current healthcare system in the United States (Kostas-Polston, Thanavaro, Arvidson, & Taub, 2015)

KOTTER’S MODEL

IMPACT ON STUDENTS
• Dr. John Kotter’s model was presented and discussed in the macro leadership course
• Discussions described how the model can be adapted by the nursing profession to improve patient care, bring about change in nursing units, advance the profession at state and national levels, and guide collaboration within multidisciplinary teams.
• After this class, students formulated an advocacy point paper, which introduced a change in health policy and described how the change could be achieved

REFERENCES

CONCLUSION
Nurses have and will continue to bring about positive change for healthcare and the profession. We must take part in decision-making processes and prepare the next generation of nurses to be transformational leaders. In our leadership course, Kotter’s model was presented to baccalaureate nursing students. Students were able to utilize the information to develop an advocacy point paper, which demonstrated understanding of the change process. Hopefully, nursing students will enter their careers prepared to incorporate the tested model and become positive, transformational leaders in their communities.

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