

SCENARIO THREE

COLLERETTE ET AL'S PROCESS OF CHANGE MODEL

AWAKENING -----TRANSITIONS -----Disintegration -----Reconstruction -----RITUALIZING

CASE STUDY:

Sue Sage has just been appointed as Director of Nursing at the Commons Hospital in the small city of Etched-in-Stone. She had previously enjoyed a leadership role at Magnet Hospital in the metropolis of Ahead-of-our-Time. Sue is replacing the previous retiring Saddy Sargent. One of Sue's primary methods of choosing leadership strategies is to visit each ward of the hospital and observe the ward culture “in action”. She is dismayed to see that many of the nurses are irritable and condescending with the attendant student nurses, and seem to begrudge the fact that they need to supervise students and liaison with nursing faculty plus do their regular work. Sue begins to plan how she will change the relationship between practicing nurses and nursing students/faculty to a meaningful, respectful and reciprocal one across the hospital. Create a visual model and “story” on how the Process of Change Model can be applied to successfully implement this change. Explain the role of nurses in this scenario.