

## HM007 Change & Change Management in Healthcare

### Unit Description

This unit will introduce students to change and change management in healthcare and it will examine change across a range of healthcare settings. Students will investigate the complexities inherent in change and the leadership of change management practices. Topics will include approaches to change, resistance, and reactions to change and how these may effect change processes, as well as the potential impact of change on the workforce. It will also examine strategies for change, managing the change process and leadership requirements for effective change. Reviews of literature, theory, research, policy, and strategy for change management will be critically explored. The focus of the course is to develop capacity of students in managing and being a change agent. Students will be required to identify an area for service improvement that would lead to innovation in a health setting based on their clinical experience and to develop a theoretical plan and strategy to implement change in that area.

<b>Credit Points</b>	8 credit points
<b>Duration</b>	12 weeks (10 teaching weeks and 2 revision and assessment weeks)

### Unit Learning Outcomes

On successful completion of this unit, students will be able to:

1. Appraise the impact of leadership and management theory to professional healthcare practice.
2. Formulate a change management plan to address an identified area for improvement.
3. Model effective communication to maximise support and commitment to change.
4. Evaluate personal and organisational factors that impact on the success of change initiatives.
5. Analyse one's own change agent skills and identify development needs to enhance capabilities.