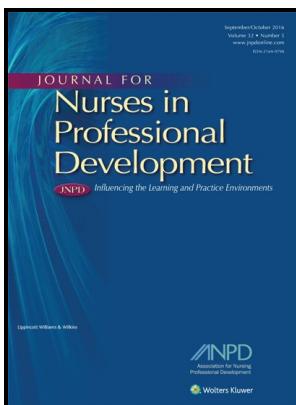


# Organisational change and the management of staff development in a college of nursing.

The author] - Chapter 15. Becoming an Effective Manager



Description: -

- Organisational change and the management of staff development in a college of nursing.
- Organisational change and the management of staff development in a college of nursing.

Notes: Thesis (M. Sc. (Education Management)) - University of Ulster, 1991.

This edition was published in 1991



Filesize: 23.18 MB

Tags: #Chapter #15. #Becoming #an #Effective #Manager

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Sometimes the change may be minor, such as when a new team is established. PMID: 28042605 Free PMC article. In the first stage, before commencing any change activities, time and attention should be given to conducting detailed analyses and preparatory work to establish the foundation for the implementation phase.

## Chapter 15. Becoming an Effective Manager

Nurses function as the front liners when it comes to patient care. Below are some of the common types of organizational change.

### Staff development programme

How do you evaluate and adjust a management plan? Virtually every change requires integration. A cordial superior-subordinate relationship is a key factor in job-satisfaction. Individual performance goals should always be top-of-mind for employees, as they should be the driving force behind every decision made and action taken.

### Clinical governance: implementing a change in workplace practice

Inherently this quality strategy acknowledges the fundamental role of culture and leadership, in addition to emphasising the role of staff learning, development and empowerment as aspects of developing quality services Heard, 2000.

### Effective design, implementation and management of change in healthcare

The best way to assure that policies and procedures in the various areas make sense and are workable is to draft them with the participation of those who will be subject to them and who will carry them out. As a senior nurse within the workplace the author was considered to be in an influential position to lead change; personal practice would also need to change. St Louis, Mo: Mosby Colagiovanni, L.

## **The Best Organizational Change Management Strategies**

Organizational change initiatives often arise out of problems faced by a company.

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