

Change and Growth

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Change is inevitable in any professional practice. Nursing is one of the professional practice that is changing at a fast pace. There are various forms of changes experienced in nursing practice. One of them includes developmental change. This refers to any change that is experienced in the nursing profession which improves and optimizes the previously established processes, strategies, and procedures (Cherry & Jacob, 2016). Secondly, transitional change is experienced in nursing practice. This type of transformation makes an individual or organization to move away from its current state or way of doing things to solve a problem. For instance, a healthcare professional or hospital can shift from the manual system to an electronic system to avoid errors and efficiency in workflow (Cherry & Jacob, 2016). Another form of change that can occur in nursing practice is transformational change. This refers to the type of change that drastically and fundamentally transforms one's core values, operations, and culture (Cherry & Jacob, 2016). An example of transformational change includes when an organization makes operations changes or reforms its products and services to meet new demands and the unexpected competition. These changes lead to positive or negative impacts on the nursing profession including healthcare professionals such as nurses. Thus, it is important for a healthcare professional or organization to embrace effective change management strategies to recognize change and cope up with it. This essay discusses the perceived future changes in the nursing profession, the change management strategies a healthcare professional can use to approach the future, and the ways to measure success in the perceived changes.

Future Changes in Nursing

The nursing profession has changed over time. Besides, more changes are expected to occur in the future. One of the perceived changes includes increased reliance on nursing

informatics (Keib et al., 2017). Currently, significant technological advancements have been realized in various areas including the healthcare industries. As a result, many different nursing informatics have been developed which are applied in nursing practice to promote efficiency in healthcare delivery and improve the quality of healthcare products offered. For instance, new types of healthcare technologies such as handheld computers, electronic IV monitors, patient portals, and wearable devices have been invented to enhance the way nurses do their job (Cherry & Jacob, 2016). Nurses utilize informatics to collect and analyze healthcare information to enhance their decisions. In the future, the informatics is likely to be used to enhance evidence-based practice, communication, and coordination among the healthcare teams.

Also, nurses are likely to experience a change in demographics. For instance, the population of the aging population is expected to increase in the future. This has been due to enhanced access to healthcare in the country caused by various positive health reforms, such as the Affordable Care Act. One of the main aims of this healthcare policy was to enhance access to healthcare among the disadvantaged groups such as the elderly, the disabled, the uninsured, and the economically challenged individuals (Cherry & Jacob, 2016). Thus, since the enactment of the legislation, in 2010, millions of Americans who were uninsured previously now have health insurance or qualify for Medicaid. As more consumers can access healthcare, more nurses will be needed. Thus, nurses will need to come up with various strategies to approach this future change.

Additionally, chronic illnesses, such as cancer, diabetes, and heart diseases pose a great challenge in the nursing profession. The burden of chronic disease is likely to grow in the future (Cherry & Jacob, 2016). Most of the chronic diseases such as diabetes affect older adults as compared to young people. The increase in the incidence of the disease is likely to contribute to the rise in demand for direct nursing care such as self-care and patient education, which are crucial in diabetes management. Therefore, there is a need for nurses to enhance their skills to meet these new demands in the future.

Lastly, in the future, the need for education will grow. This is attributed to the various new trends such as the increased use of informatics in nursing, the change in demographics, and the increase in the rate of chronic illnesses. Therefore, for nurses to navigate through these healthcare changes and respond appropriately to the demands of an evolving healthcare system, they may need more knowledge and skills to lead effectively. According to the Institute of Medicine (IOM), nurses should improve their knowledge and skills to meet the demands of the changing healthcare system. Thus, one of the goals of IOM is to push towards increased nursing education (Moody, 2017). For instance, IOM advocates for the increase in the number of nurses

with higher degrees such as the doctoral degree. With the advanced educational qualifications, nurses will allow nurses to fit in the future healthcare system and improve patient care.

Growth in the Nursing Profession

Dynamic growth has been observed in the nursing profession. One of them includes the establishment of new nursing careers and specialties. Case management nursing is one of the new nursing professions which have been introduced in the U.S. healthcare system. Case management nurses handle particular responsibilities to ensure proper utilization of services and resources. Some of their responsibilities include educating patients and families regarding health care plans and options, updating and revising patient health care plans as required, performing research, overseeing medication and analyzing data, and sometimes case managers can collaborate with the patient and other healthcare professionals to ensure they receive appropriate care. Secondly, more nurses are needed in the future. This growth has been attributed to the dynamic changes in the healthcare industry such as the aging population. U.S. Bureau of Labor Statistics supports that more registered nurses will be needed in the future. This organization reports that there will be about 450 000 new nursing jobs (Zhang et al, 2018).

Personal Professional Growth

As a nurse, I have achieved various forms of professional growth. One of them includes continuing education and training. I have set a goal to advance my education and study new courses to improve my research skills and improve my ability to quality care. For instance, I am currently pursuing a master's degree in nursing. This program will enhance my management skills, the ability to use technology in providing care, the capacity to guide, lead, and educate other nurses, and it also opens the way for numerous career options. Also, I am a registered ANA member. Through the membership, I have been able to pursue professional development opportunities which have enabled me to expand my knowledge with various areas concerning the nursing profession.

Personal Approach to Future Change

I will approach the future using unique strategies. One of the strategies that I will use is professional development. This is a process whereby one improves his professional practice through continuing education and training. Through my professional development plan, I will identify my strengths and the areas that I need to improve to meet future changes in nursing. Besides, through the professional development plan, I will identify various strategies that I will apply to realize my career aspirations which will include staying updates or current in nursing

practice. Thus, one of the strategies that I will embrace includes attending continuing education opportunities to get equipped with IT skills and techniques that will enable me to apply various modern healthcare technologies, such as electronic health records to offer quality care to the patients. Also, I will enroll or join cultural competence training programs to gain the necessary skills to work in healthcare settings characterized by a diverse workforce and patients. Thus, unlike other professional development programs, I will ensure the kind of education and training programs I pursue are guided by my future aspirations and my weak areas which will be outlined in the professional development plan.

Secondly, I will improve my research skills. Most healthcare organizations are investing in evidence-based practice. This is also important in nursing practice. Nurses need to understand how to research, analyze evidence, and use research. Information literacy skills allow the nurse to use research to make informed decisions when offering care to improve the quality of care. Thus, in the future, I will use research to address the issue of chronic illnesses which pose various challenges in nursing. Through research, I will determine various effective best practices necessary to address various chronic illnesses and also improve patient care.

Thirdly, I will focus more on patient-centered care as one of the approaches the future change. Future nursing is expected to experience diverse changes or transformations which are likely to affect patient care. For instance, in the future, nurses are expected to utilize various forms of healthcare technologies in their daily practices extensively. Most of these technologies will be more sophisticated. This will hinder the participation of patients in nursing practice. Another positive trend that is expected to be experienced by nurses includes the increase in the role of religion in nursing practice. Thus, through the patient advocacy approach, I will ensure the patients are informed and also embrace various protect their rights and freedoms by knowing wishes or needs and giving them a voice.

Fourthly, I will utilize healthcare technology to reduce the burden of chronic illnesses. The rise in the prevalence of chronic diseases such as diabetes will lead to an increase in demand for direct nursing care such as self-care management. Thus, I will ensure I have sufficient skills to utilize diverse informatics such as mobile technology to offer patient care. For instance, since more patients will have access to mobile technology in the future, I will use the technology to reach patients with various chronic diseases while at their residential areas to educate them to improve their self-care management skills to enhance their ability to manage their chronic health

condition. This will help patients reduce healthcare costs associated with the number of visits to their physicians.

Lastly, I will utilize the collaboration strategy to approach future change. Thus, as a nurse, I will participate in various multidisciplinary teams to offer diverse healthcare services in diverse healthcare settings. The team care approach will be crucial in addressing various challenges associated with future changes such as the increased burden of chronic illnesses like diabetes. This approach will minimize the burden of diabetes by ensuring high-quality care delivery, improved health outcomes, and more efficient use of resources. Besides, the U.S. healthcare system is expected to be more diverse. In this case, the multidisciplinary approach will improve my ability to work with other healthcare professionals with dissimilar cultural values and beliefs. Also, this strategy will allow me to offer care to patients with different values, cultures, and beliefs.

Measurement of future success

Various measures have been taken by healthcare organizations and individual nurses to approach future change. Some of them include implementing and enhancing the use of modern informatics in nursing practice, promoting nursing education, and increasing emphasis on

population. Besides, I am to apply various strategies which include encouraging patient education, improving my nursing informatics skills, enhancing my teamwork skills, and developing a professional development plan.

To determine whether my approaches are successful, I will measure them using different appraisal techniques. First, I will use the self-evaluation approach. Thus, I will look at my progress in terms of professional development and learning to determine what has improved and the areas that need improvement (Howard et al., 2018). One of the self-evaluation tools I will use includes the professional development plan. This is a professional document that serves as a roadmap that guides an individual to reach his/her career aspirations including professional growth. It comprises a list of actionable steps that leads you to your career goals. Therefore, I will use this self-evaluation tool to determine the skills and educational requirements that I needed to meet future changes in the nursing profession. Through the professional educational plan, I will identify some of the strengths and the areas that I need to improve to fit in the future nursing profession. Thus, as a nurse, one needs to develop the professional development plan to help them gain a specific insight into how he/she can realize professional growth necessary for future change.

Secondly, I will conduct a pre and post training test. A pre-training test will help me to determine how the training program I intend to pursue will allow me to gain an appropriate and sufficient level of knowledge to meet future nursing needs. On the other hand, the post-train assessment results will enable me to determine the levels of knowledge and the new skills have acquired from the training program (El-Olemy et al., 2017). Thus, to measure future success in change, I will contrast results from the pre-test against a test after training to determine those areas or skills I have improved and the weak areas.

Lastly, I will collaborate with other nurses and other healthcare professionals from different medical disciplines to handle diverse roles in the future. The collaboration strategy will enable me to assess my knowledge and skills against those other healthcare professionals to determine my strengths and weaknesses regarding professional growth. For instance, by working with nursing informatics specialists or IT professionals in carrying various nursing roles, I will be able to determine improvements in my IT skills. Also, a diverse team will enable me to work and communicate with other healthcare workers from different cultural backgrounds. This approach will give me a view into working in a diverse healthcare environment comprising patients with dissimilar cultures and values.

Conclusively, different transformational, transitional, and developmental changes are expected to take place in future nursing. Some of them include the increase in dependency on nursing informatics, high prevalence of chronic illnesses, and change in patient demographics. Nurses need to embrace various measures to fit in future nursing practice. For instance, they need to improve their knowledge and skills through professional development. Besides, they can use self-competency assessment, collaboration strategy, and pre and post-training assessment to assess how well they fit in the future nursing profession.

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