Implementing Artificial Intelligence and Managing Change in Nursing

In this paper, the author discusses the goals, strategies, and other aspects of implementing artificial intelligence in nursing.

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Introduction:

As healthcare technology evolves rapidly, Artificial Intelligence (AI) has become increasingly relevant in nursing. However, implementing AI and managing the resulting change poses a significant challenge. Reflecting on the process, this essay outlines my understanding of the planned change, goals, managing strategies, and communication approaches.

Change:

The change that needs to be addressed is integrating AI technology into nursing practice. AI has the potential to revolutionize healthcare, with capabilities ranging from predicting patient outcomes to facilitating tasks such as medication management (Rudzicz, Wang, Begum, & Mihailidis, 2019). However, this change would require nurses to acquire new skills, adapt to new roles, and overcome resistance.

Change: Planned

The planned change aims to integrate AI seamlessly into nursing practice, improving patient care and workflow efficiency. It requires systematic planning and execution, considering the possible challenges and barriers.

Goals for the change:

The primary goal is successfully incorporating AI into nursing practice to improve patient care outcomes and streamline nursing workflows. The secondary goals include ensuring all nursing staff become proficient in using AI technology, minimizing resistance, and fostering a culture that embraces technological advancements.

Managing Strategies:

Two theoretical models can be utilized to manage this change: Kurt Lewin's 3-stage model and Lean thinking.

Kurt Lewin's 3-stage model involves unfreezing, changing, and refreezing stages (Burnes, 2004). During the 'unfreezing' stage, we should communicate the necessity for change, highlighting the benefits of AI. The 'change' stage involves training nurses to use AI and providing support as they adjust. The 'refreezing' stage would entail reinforcing the use of AI until it becomes a part of routine nursing practice.

Lean thinking, a strategy focused on efficiency and waste reduction, can also be employed (Womack & Jones, 1996). We can apply this concept to streamline workflows by integrating AI into areas that can reduce unnecessary steps or errors, thus maximizing patient care efficiency.

Communication Approach:

Communication plays a vital role in managing change. Regular meetings to update staff about the progress of the implementation, training sessions, and open forums to address concerns can facilitate effective communication. Emphasizing the benefits of AI, addressing concerns empathetically, and providing reassurances can also mitigate resistance to change (Shirey, 2013).

Conclusion:

Incorporating AI into nursing practice is a monumental task that requires strategic planning, effective change management, and communication. By leveraging theoretical models such as Kurt Lewin's 3-stage model and Lean thinking, we can navigate this change effectively and realize the immense potential of AI in enhancing patient care and nursing efficiency.

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