

# 10 Change Management Models for Nursing Organizations

## 1. Lewin's 3-Stage Model of Change

Unfreezing → Moving/Changing → Refreezing

## 2. Kotter's 8-Step Process for Leading Change

8 steps from urgency to institutionalization

## 3. ADKAR Model

Awareness, Desire, Knowledge, Ability, Reinforcement

## 4. Bridges' Transition Model

Ending → Neutral Zone → New Beginning

## 5. Kübler-Ross Change Curve

Denial → Anger → Bargaining → Depression → Acceptance

## 6. Satir Change Model

Status Quo → Resistance → Chaos → Integration → New Status Quo

## 7. Prosci's ADKAR with 3-Phase Process

Preparing → Managing → Reinforcing

## 8. McKinsey 7-S Framework

Strategy, Structure, Systems, Shared Values, Style, Staff, Skills

## 9. Stetler Model of Evidence-Based Practice

Preparation → Validation → Decision → Translation → Evaluation

## 10. Plan-Do-Study-Act (PDSA) Cycle

Plan → Do → Study → Act

Effective Organizational Change Management in Nursing

# Nursing In Transition Models For Successful Organizational Change

**Russell C. Swansburg**



## **Nursing In Transition Models For Successful Organizational Change:**

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