

NURS FPX 4060 Assessment 2: Leading Change in Healthcare Systems

The [NURS FPX 4060 Assessment 2](#) is a critical assignment in Capella University's nursing program, designed to assess students' ability to apply leadership and management theories to lead change in healthcare systems. This assessment emphasizes the importance of improving healthcare quality, promoting patient safety, and fostering organizational change. Students are expected to demonstrate how they can lead teams, navigate organizational challenges, and implement strategies that result in improved healthcare practices and outcomes.

Overview of NURS FPX 4060 Assessment 2

In **Assessment 2**, students are tasked with selecting an issue in a healthcare setting that requires organizational change. They must propose a leadership strategy to address the problem, using evidence-based practices, change management models, and leadership skills. This assessment allows students to apply theories of leadership to real-world healthcare challenges, focusing on promoting positive outcomes for both patients and healthcare staff.

Key Objectives of NURS FPX 4060 Assessment 2

The primary objectives of **Assessment 2** are:

1. **Leading Change:** Students must demonstrate how to lead effective change in a healthcare organization. This includes understanding the dynamics of organizational change and using leadership strategies to guide the process.
2. **Applying Change Management Theories:** The assessment requires students to apply a change management model to a healthcare issue. This includes analyzing the issue, developing an intervention, and identifying steps for effective implementation.
3. **Fostering Team Collaboration:** Effective leadership in healthcare requires working with a multidisciplinary team. Students must explain how they would engage with other healthcare professionals and stakeholders to ensure successful change initiatives.
4. **Improving Healthcare Quality and Patient Safety:** The focus of the change initiative is on improving patient outcomes, ensuring safety, and enhancing the quality of care in the healthcare setting.
5. **Evaluation and Sustainability:** Students must include plans for evaluating the success of their proposed change and how they will ensure its sustainability over time.

Components of NURS FPX 4060 Assessment 2

While the specific details of the assessment may vary, the following components are typically required:

1. Identifying a Healthcare Issue

Students begin by identifying a relevant healthcare issue or challenge that requires change. This could be related to patient safety, healthcare workflows, staffing issues, or quality improvement initiatives. It is important that the issue selected is one that can benefit from leadership intervention and organizational change.

2. Applying Change Management Theories

Once the issue is identified, students are expected to select an appropriate change management model, such as **Lewin's Change Theory**, **Kotter's 8-Step Change Model**, or the **ADKAR Model**. They must apply the chosen model to their intervention, outlining the steps for implementing change and ensuring a smooth transition for all involved.

3. Developing a Leadership Strategy

Students will then propose a leadership strategy to guide the change process. This strategy should include specific leadership actions that will facilitate change, such as setting goals, creating a vision, communicating effectively, and engaging stakeholders. The strategy should also address potential barriers to change and propose solutions.

4. Team Collaboration and Communication

Effective change leadership requires working collaboratively with others. Students must explain how they would involve a team of healthcare professionals in the change process. This includes fostering communication, ensuring everyone is aligned with the change goals, and encouraging buy-in from all team members.

5. Evaluating the Change Process

Students are required to develop an evaluation plan to measure the success of the proposed change. This includes identifying key performance indicators (KPIs), data collection methods, and how the outcomes will be assessed. The evaluation plan should also outline how the changes will be sustained over time.

6. Reflecting on Personal Leadership Development

Lastly, students will reflect on how the change leadership process has influenced their growth as a nursing leader. This section should include a self-assessment of leadership strengths, areas for improvement, and how they plan to develop their leadership skills moving forward.

Conclusion

NURS FPX 4060 Assessment 2 provides nursing students with the opportunity to demonstrate their ability to lead change in healthcare settings. By applying change management models, developing leadership strategies, fostering team collaboration, and focusing on improving patient outcomes, students can showcase their readiness to take on leadership roles in healthcare organizations. This assessment challenges students to think critically about organizational

change, patient safety, and quality improvement, preparing them to drive positive transformations in their future nursing careers.