

ASSESSMENT GUIDELINE

Module Title	Professional Development in Nursing: Leading & Managing Change		
Module Code	HEA00143H	Module Level*	6
Word Limit /Exam Duration	500 words Professional Discussion Plan 15 minutes Professional Discussion	Assessment Type(s)	Professional Discussion
Marking Criteria Guidelines should be read in conjunction with the marking criteria guidance for the module level* noted above: http://www.york.ac.uk/healthsciences/student-intranet/exam-assess/markgrid/			
Confidentiality It is a breach of confidentiality to disclose any personal information about a patient, service user, colleague, staff or any other person or place that could in principle enable them to be identified. For further guidance please refer to the departmental policy on Confidentiality at the following link: www.york.ac.uk/healthsciences/student-intranet/exam-assess/conduct/confidentiality/			
Assessment Timing The deadline for correctly presenting a submission is 4.30pm on the published submission date. The submission deadline is published on the Programme Assessment Schedule available on the following link: http://www.york.ac.uk/healthsciences/student-intranet/timetables/assessment-schedules/			
Referencing You must reference your work in accordance with departmental referencing guidelines which you can access via the following link: http://www.york.ac.uk/integrity/harvard.html			

Assessment Guidance

Assessment Task

The Healthcare Trust aims to improve the quality and experience of care for patients and clients and invites you to participate in a professional discussion on this topic. Based on your current or previous practice experience and the theoretical understanding gained from this module, create a thoroughly considered change management strategy that aligns with the expectations of either a final-year student or a newly qualified nurse.

You are required to submit a 500-word Professional Discussion Plan in advance of your 15-minute professional discussion (please refer to the assessment schedule for submission deadlines). This plan should outline your proposed change using bullet points to guide the discussion, during which you will explore and justify your ideas.

The Professional Discussion

The professional discussion will use semi structured questions that will enable you to verbally critically evaluate the information submitted in your professional discussion plan.

The following structured questions will be asked as prompts (unless the student covers them through the discussion), students will also be asked unstructured questions in relation to the five structured questions.

- What is your rationale for the change?
- What style of Leadership will you use to drive the change forward?
- Why did you choose the approach to Change Management
- What is the role of the stakeholders in your change
- How does Culture or Team dynamics impact on your change

Your Professional discussion plan **must** be submitted in accordance with the Assessment Schedule.

Formative Support

To assist your preparation for your plan, you will have the opportunity to:

- Participate in questions and discussions with peers and seminar lead to prepare for the discussion.
- Practice having a professional discussion with peers.
- Present your ideas for improving the quality of care with your peers and seminar lead.

Professional Discussion Plan

To discuss your idea for change, you will need to complete the professional discussion plan.

To complete the change management plan, you will need to:

1. Identify and provide a rationale and or evidence base for an aspect of care and/or experience of healthcare service that you would like to improve.
2. Based on your theoretical understanding of leadership theory, consider which approach will be most suited for you driving the proposed change.
3. Based on your theoretical understanding of change management, consider which approach would be most suited to your proposed change.
4. Based on Stakeholder Analysis, consider the stakeholders that you would need to engage with and anticipate the resistance you may encounter based on your proposed change.
5. Based on your understanding of teamwork or culture, identify the impact of this on your proposal
6. References
7. Maximum 500 words

