

Utilizing a change theory or model is essential in leading and managing change. Having a change theory or model as a resource clarifies and navigates change within healthcare. Using the appropriate framework for a change project will allow effective implementation. Lewin's Change Theory is a valuable framework for successful project execution and implementation. Lewin's change theory will be my "go-to" change leadership framework to understand the change process, effective communication, and implementing new practices by utilizing the theory's different stages of transition, which include unfreeze, change, and refreeze. Lewin "describes his Theory of Planned Change in 3 steps: (1) unfreezing—identifying a need to change status quo; (2) change; and (3) refreezing—reinforcing the new process" (Stanz et al., 2022).

I will use Lewin's Change Theory to guide organizational change using the three stages to implement blood culture stewardship. The first step, unfreezing, prepares the organization for a change to optimize the appropriateness of blood culturing on inpatients. This will make staff aware of the importance of blood culture stewardship and how it currently affects patients and healthcare costs. During the unfreezing phase, all stakeholders will be involved and engaged in the change process at the early stages. At this point, we can focus on buy-in from stakeholders who will influence the transition. The second stage is the change phase, where the new change will be implemented with the use of proper resources, such as developing guidelines, algorithms, and checklists for staff to be successful in their part of the change process. These new changes will be integrated into daily practice for all stakeholders. Resources, such as proper educational tools and support, will be available for all concerns and issues. This phase will address any staff resistance, and members directly involved in the change will be available to clarify any concerns and misunderstandings. This will help engage all staff in the approach to change. The last stage, refreeze, helps solidify the change and reinforces the importance of blood culture stewardship. It is crucial to ensure new practices are being integrated into daily practice and ongoing education, regular audits are being monitored, feedback is received, and continuous outcome evaluation of the implementation of blood culture stewardship and the positive or negative effects on the organization.

Lewin's Change Theory is a simplified approach to implementing blood culture stewardship at Geauga Medical Center. As a leader, it is essential to encourage feedback and open discussions to make improvements throughout the project as needed. Currently, I am at the change stage of implementing the new checklists and guidelines for staff to adhere to. Not all blood culture draws go to the lab with a checklist, and the lab is excellently stopping the line and escalating the concern to leadership. This will help recognize the need to improve the checklists and/or guidelines and seek additional educational needs. The change model guides me in moving to the next phase/step because I am working on "perfecting" the guidelines for blood culture stewardship and improving the blood culture process to become