

## APPROVED COURSE

This completely online, self-paced course is approved by the State of California Board of Registered Nursing for full CE credit; CE Provider No. CEP 14891. Most State & Country licencing Boards accept CE credit approved by other State Boards. It can be used for up to 50% of ANCC accreditation CE requirements

This course is personalized, self-paced and taken entirely online in the privacy of your own home or office.

## CERTIFICATE

Upon completion, learners will receive a Board Approved Certificate of Completion for 3 CE credits in PDF format.

### Nursing Informatics Learning Center

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# NRTH 102: Lewin's Change Theory

 Credits: 3 CE hours

 Length: 1 module

 Tuition: \$ 20 USD



*Empowering Nurses for the 21st Century*

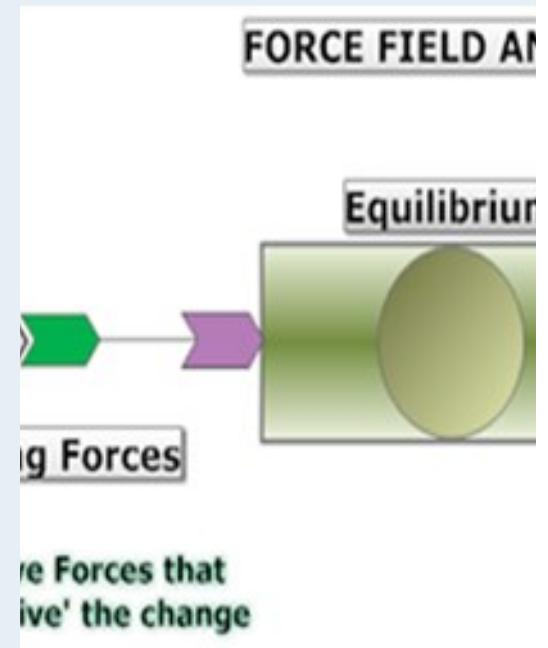
## OVERVIEW

This 1 module (3 CE credit) course introduces nurses to Kurt Lewin's Change Management Theory, a time-tested, easily applied field theory that is often considered the epitome of change models, suitable for both personal and organizational change.

Kurt Lewin, (1890 - 1947) a Gestalt social psychologist, has been acknowledged as the "father of social change theories" since several contemporary models are at least loosely based on Lewin's work. .

## OBJECTIVES - Learners will:

- Identify driving and restraining forces that influence change.
- Recognize the behaviors and actions that help to lead the change process through the three stages of unfreezing, changing, and refreezing.
- Describe the characteristics and factors that ensure successful change through the application of the three stages and force field analysis.
- Transpose Kurt Lewin's Change Management theory to their own development within the field of nursing informatics.



# LEWIN'S CHANGE THEORY

UNFREEZE



CHANGE



REFREEZE

## More Details

All courses are done completely online in our learning management system, including all materials, activities, assessments, assignments and interactions.

You will receive electronic copies of all course materials. When done your course, you will receive a digital certificate of completion.

This course can be done in an afternoon if you are motivated to learn. It consists of four pertinent readings and a final exam.

## ASSESSMENT

Learners are evaluated by completing a:

- \* Multiple Choice Final Exam

## NRTH 102 MODULE

### Module 1:

Lewin's Change Theory .

## Lewin's Change Theory

Kurt Lewin's Change Management Theory, is a time-tested, easily applied field theory that is often considered the epitome of change models, suitable for both personal and organizational change. Kurt Lewin, (1890 – 1947) a Gestalt social psychologist, has been acknowledged as the “father of social change theories” since several contemporary models are at least loosely based on Lewin's work. He is also lauded as the originator of social psychology, action research, as well as organizational development.

Lewin's change theory is a 'planned change' guide that consists of three distinct and vital stages:

- \* Unfreezing Stage
- \* Moving to a New Level or Change Stage
- \* Refreezing Stage

## Force Field Analysis

Lewin extended his theory by including “force field analysis” which offers direction for diagnosing situations and managing change within organizations and communities. Lewin assumed that in any situation there are both driving and restraining forces that influence any change that may occur. According to Lewin's theory, human behavior is caused by forces – beliefs, expectations, cultural norms, and the like – within the “life space” of an individual or society.



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