

Conceptual Framework

John Kotter's theory of organizational change is an ideal conceptual framework as it involves eight detailed steps to promote continued, effective change within an organization. (Kotter, 2012). Application would be beneficial in developing a plan for successful change within my organization. The quality improvement intervention of implementing use of reproductive life planning educational tool into practice has the potential to yield more efficient communication with patients, promotes the patient-provider relationship, impacts patients' health in positive ways, and can spur cost savings through implementation of a reproductive life planning tool in practice (Kleppel et al., 2016). Real world application within my organization would begin with utilizing the data collected in the literature review to show national and local impact of unintended pregnancy. The presentation would then focus on the evidence-based success of the reproductive life planning tool, known as One Key Question®, being used in practice. Building a team of individuals into a guiding coalition that helps others to see the problem and the vision for change is the next necessary component to successful change (Kotter, 2012). Frequent communication of the vision, and the changes needed to meet this goal, should be consistently repeated and reinforced by the guiding coalition to all employees involved in the quality improvement initiative throughout the change process (Kotter, 2012). The organization's overall cultural change to employees taking on these leadership attributes will occur over time and is the last step to Kotter's theory (2012). This change will occur over time with strong support individuals at the helm to guide the employees towards the benefits of long-term change (Kotter, 2012).