Applying Research Skills

Medication errors can be deadly, and nurses are often at the forefront of these mistakes. These mistakes can be a result of miscommunication or a lack of knowledge of the patient's medical history.

Implementing change is an [bha fpx 4009 assessment 2 reimbursement options](#) aspect of the nursing profession. Identifying champions and offering recognition can help to encourage employees to embrace these changes.

Change strategy and implementation

Developing strategies leading to organizational change comes with associated costs. Therefore, it is important for the management to consider how they are going to fund the implementation process. In addition, they should also consider alternative sources of finance to ensure that the process does not come to a halt due to lack of funds. This will help to ensure that the process is conducted effectively (Bolman & Deal 1997).

Implementation of change within an organization may affect employee working relationships. In such situations, the middle-level managers should facilitate the [msn fpx 6021 change strategy and implementation](#) of these relationships. This will help to restore employee motivation and reduce the effects of the change.

CMS has proposed changes to reimbursement options for office-based physicians that could significantly impact potential revenue. For example, it has proposed to combine E/M levels 2 through 5 into a single rate, while adding add-on codes for visits of greater complexity. This would result in higher reimbursement rates for primary care physicians and lower rates for specialists.

Applying research skills

Research skills are crucial for all fields, allowing employees to find new ways to run an organisation or improve processes and services. Whether it's discovering competitors or identifying customer needs, this type of research will help to minimise risk and improve productivity.

In addition, research skills also have the potential to make a positive impact in a wider societal context. For example, research can be used to assess the safety and efficacy of medications before giving them to patients or to find ways to reduce greenhouse gas emissions.

These critical skills for researchers [nhs fpx 4000 assessment 2 applying research skills](#) a range of techniques and methods, such as selecting information, sifting through data, organising information, communicating and presenting findings. Developing these skills can help you stand out from other candidates when applying for jobs, so be sure to highlight them in your application. This will give the hiring manager a better understanding of your abilities and help you to progress further down the interview process.

Collaboration and leadership reflection

Reflective leaders encourage their team members to be open to testing propositions and exploring strengths. They also allow them to share the experience of working in different environments, which helps them learn from the mistakes and successes that occur.

Then, they use these learnings to implement new techniques or methods that will help their teams work in a more efficient way. Moreover, they also try to promote an environment where reflection is not just a tool but a fundamental component of leadership.

For example, a nurse might record a [nhs fpx 4010 assessment 1 collaboration and leadership reflection](#) reflection on interprofessional collaboration experiences at their Vila Health site. They could then discuss the ways in which these projects did and did not work well, identifying their positive aspects and areas for improvement. They may then recommend best-practice collaboration strategies from the literature to their colleagues. Remember to reference your sources based on current APA style guidelines! (See the Campus tutorial Using Kaltura for assistance.)

Conflict and power

The way in which power is used during conflict management processes depends on the type of power. Different kinds of power have their own content but all rely on interdependency and the capacity for influence. Power can be formal (such as positional authority or the legal prerogative) or personal (the resources, communication skills and determination that allow one to pursue specific choices).

A model of conflict based on power balance predicts that the difference in power resources between parties is the central independent variable, with utility of reaching the goal and expectancy of success as intervening variables. This model challenges the widely accepted expectation achievement approach and suggests that a more productive way to view conflict is to consider it as a power [COM FPX 3700 Assessment 3 Conflict and Power](#).

Interestingly, research shows that whether or not power-holders collaborate, accommodate or compete with the powerless during conflict situations seems to depend on how stable and safe they perceive their position. This suggests that interventions geared towards fostering the sense of safety for those with power may help them to view their position as responsibility rather than opportunity and pay more attention to the goals, needs and concerns of the powerless.