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| Unit Title: Facilitate change in health and social care or children and young people’s settings | | |
| URN: R/506/7091 |  |  |
| Credit Value: |  |  |
| Level: |  |  |

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|  | **Assessment Method** | **Evidence Ref.**  **Page number, Method** | **Assessor Decision**  **Sign and Date** |
| **You must be able to:** | | | |
| **1 Understand the principles of change management in health and social care or children and young people’s settings** | | | |
| 1.1 Analyse factors that drive change |  |  |  |
| 1.2 Evaluate underpinning theories of change management |  |  |  |
| 1.3 Evaluate approaches, tools and techniques that support the change process |  |  |  |
| 1.4 Explain the importance of effective change management for service provision |  |  |  |
| **2 Be able to facilitate a shared understanding of the need for change in health and social care or children and young people’s settings** | | | |
| 2.1 Promote the benefits of change |  |  |  |
| 2.2 Analyse challenges that may arise during the process of change |  |  |  |
| 2.3 Enable others to express views about proposed change |  |  |  |
| 2.4 Support others to recognise that changes need to be made |  |  |  |
| **3 Be able to develop a change management plan in health and social care or children and young people’s settings** | | | |
| 3.1 Analyse the impact of a proposed change to the service provision |  |  |  |
| 3.2 Produce a change management plan that takes account of the identified impact |  |  |  |

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| 3.3 Establish criteria against which the plan can be evaluated |  |  |  |
| 3.4 Secure approvals required for the change management plan |  |  |  |
| **4 Be able to gain support for a proposed change in health and social care or children and young people’s settings** | | | |
| 4.1 Provide positive leadership during the change process |  |  |  |
| 4.2 Identify others who can promote the vision for change |  |  |  |
| 4.3 Use strategies that address resistance to change |  |  |  |
| 4.4 Implement a communication strategy to support others to understand a proposed change |  |  |  |
| **5 Be able to implement approved change management plans in health and social care or children and young people’s settings** | | | |
| 5.1 Identify roles and responsibilities for implementing a change management plan |  |  |  |
| 5.2 Support others to carry out their agreed roles in a change management plan |  |  |  |
| 5.3 Adapt a change management plan to address issues as they arise |  |  |  |
| 5.4 Determine strategies for ensuring that the quality of service for individuals is maintained during a period of change |  |  |  |

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| **6 Be able to evaluate the change management process in health and social care or children and young people’s settings** | | | |
| 6.1 Implement systems to monitor the effectiveness of the change management plan |  |  |  |
| 6.2 Work with others to review the change management plan against identified criteria |  |  |  |
| 6.3 Evaluate outcomes of the change |  |  |  |

**Learner declaration of authenticity:**

I declare that the work presented for this unit is entirely my own work.

Learner signature: Date:

**Assessor sign off of completed unit:**

I confirm that the learner has met the requirements for all assessment criteria demonstrating knowledge and skills for this unit.

Assessor name:

Signature: Date: