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Chun-Mei Lv, Li Zhang

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* **Corresponding author**

E-mail: 13927282790@163.com (L. Zhang)

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How can collective leadership influence the implementation of change in health care?

Chun-Mei Lv ^a, Li Zhang ^{b,*}

^a *Nursing Administration Department, The First People's Hospital of Foshan, Foshan, Guangdong 528000, China*

^b *Nursing Administration Department, Foshan Hospital Affiliated to Sun Yat-sen University, Foshan, Guangdong 528000, China,*

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ABSTRACT

Aim: This study focuses on how a collective leadership style could influence the implementation of change in health care.

Methods: Kotter's 8-step process and leadership can guide the implementation of change. Collective leadership can highlight all levels of staff engagement, establish an organizational culture of learning and trust, and create continuous improvement. At the same time, it can formulate a well-designed plan; develop efficient strategies; communicate and empower the staff; assess the performance; and integrate the improvement.

Results: Collective leadership can establish vision and trust, highlight all levels of staff engagement, establish an organizational culture of learning and trust, create continuous improvement, communicate and empower the staff and integrate the improvement.

Conclusions: Collective leadership can be a powerful way to overcome the barrier and create an effective environment of adaptation of changes by analyzing Kotter's eight stage process.

1. Introduction

Implementation of change plays an important role in health care organizations and

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