What does "managing change" require?

Suggestions for implementation

Before embarking on implementation, it is critical that the instigator(s) has some knowledge of the principles of change, as managing change requires defined management and leadership skills (Marquis et al 2002). In his classic theory of change, Lewin (1951) identifies three phases of change, namely 'unfreezing', 'movement' and 'refreezing'. These

What is common sense?

others (Box 1). While this change theory provides an excellent framework, several of the factors are common sense. For example, the most important elements to begin with are communication, education and planning. Communication is elementary as a means to involve and update staff. It is

Traduci le farsi che contengono il modale *should* e il verbo *to give*?

tary as a means to involve and update staff. It is crucial to know the knowledge base of the staff involved, and if they are not aware of the benefits of change then they should be educated. A plan should be put in place of where to give information, when to give it, who will give it and how it will be given.

Motivated working environment: what does it mean?

Traduci le frasi con la preposizione although

In contemplating the practical aspects of implementation it is usual to encounter resistance, although this may be lessened if individuals are motivated (Tomey 2000). Although managers cannot directly motivate staff, it is important to provide a motivating work environment. In the early

Traduci le frasi che contengono i modali would e might?

overcome. In addition, it might prove helpful to involve other staff. For example, if operating theatre nurses intend to implement a programme, it would be wise to seek the collaboration of ward staff (Roberts 1991). This not only helps to foster

Identifica i predicati verbali e traduci

While individualisation of information is critical (Martin 1996, Watts and Brooks 1997, Wicker 1987) and patients should be told what they want to know (Courtney 2000), in reality there needs to be some standardisation.

Identifica tutti i verbi e traducili

In the case of an operating theatre-based programme, Johnson (1990) suggests employing nursing assistants to perform non-nursing duties to free up time for the staff nurse to visit the patient on the ward. Many duties performed in the operating

Identifica tutti i verbi e traducili

the ward. Many duties performed in the operating theatre, such as cleaning floors and equipment and restocking shelves, do not require a trained nurse and so valuable time could be freed up to provide patient information.

Identifica e traduci gli aggettivi superlativi di maggioranza. Come si formano ?

The heart centre programme at Cleveland Clinic in the United States is the largest and busiest cardiac care facility in the country, with approximately 20 open heart procedures performed each day

It can be argued: come si traduce?

Can e could: quale differenza?

Too in fondo alla frase, cosa significa?

tives. It can be argued that if the busiest cardiac care facility in the US can maintain a pre-operative programme, then other smaller facilities could too.

Tt can be argued: come si traduce? **Can** e **could**: quale differenza? **Too** in fondo alla frase, cosa significa?

tives. It can be argued that if the busiest cardiac care facility in the US can maintain a pre-operative programme, then other smaller facilities could too.

It is likely: come si traduce?
Uso dell'ausiliare *will*. Traduci le frasi che lo contengono

However, it is likely that in many facilities there will be times when a visit will not be possible. In such

As there are claims: come si traduce? Uso dell'ausiliare will al passivo. Traduci la frase.

Written information can prove a useful addition to or a basic substitution for a programme of information, as there are claims that only 35-40 per cent of verbal information will be retained in times of stress (Franklin 1974).

- What can a nurse perceive ?
- Pronome Whom: come si traduce ?

are present on the ward (Radcliffe 1993). A ward nurse can determine patient fears and give information during a bed bath or during another period of contact. He or she also has the advantage of a continuing relationship with the patient, and consequently patients may be more likely to voice their concerns to a nurse with whom they are familiar.

- To be likely to... altri esempi
- Ones: come si traduce

Ward nurses are also likely to have built up relationships with family members and loved ones, and, again, information and fears may be more likely to be shared with them than with a 'stranger' from the operating theatre.

- To expect: cosa significa ?
- To be forewarned: come si traduce?
- What can relatives do ?

mation programme. Relatives are perhaps the biggest support group that a patient has. They can help with comprehension, information retention and post-operative recovery – if they have first been forewarned what to expect.

- Uso del PRESENT PERFECT.
- Traduci le conclusioni

procedures daily. Over the years, medical and nursing research have promoted the benefits of giving pre-operative information to patients. This research has shown that the advantages include a decreased length of stay, less demand for analgesia post-operatively and increased patient satisfaction. However,

Uso del PRESENT PERFECT.

procedures daily. Over the years, medical and nursing research have promoted the benefits of giving pre-operative information to patients. This research has shown that the advantages include a decreased length of stay, less demand for analgesia post-operatively and increased patient satisfaction. However,

Glossary

- Figure (s)
- outcome
- Data (plurale)
- Lenght of stay
- Infection rate
- To undergo (underwent)
- Blood pressure
- Cardiothoracic patient
- 'Graft rupture'

Glossary

- Hypertension
- Drug
- Treatment
- Care
- To remain on ...drug
- Drug infusion
- Termination of drug administration/infusion
- Early termination
- Icu/intensive care unit
- Support inglese scientifico

Glossary

- To receive support
- The virus is widespread
- widespreading

verbs:

Lasciare: To leave (left,left)

Curare:

(di medico) to treat, to attend, to cure, to heal; (di infermiera) to nurse, to attend: chi ti cura?, who is your doctor?; - una ferita, to treat an injury

TRADUZIONE referenziale

Proviamo a tradurre l'opuscolo informativo per il paziente dall'inglese all'italiano, realizzando in questo modo un opuscolo adatto al linguaggio in uso.

Translation of the info sheet

- We will consider in this case the fact that we will be dealing with a real translation (traduzione referenziale):
 - A basic info sheet
 - Consider the use of it
 - Consider the readers
 - Consider the tone
 - Consider the setting

Box 2. Example of a basic patient information sheet

Welcome to the ward. We hope that this leaflet answers a few of the many questions that you may have regarding your pending surgery



Now write your translation

- 1. Write a word for word translation
- 2. Re-write your literal translation with the proper language

IT IS IMPORTANT TO DECIDE THE USE OF YOUR READING AND TRANSLATION



ALWAYS TRANSLATE WHILE PICTURING AN IDEAL READER

information is the scope of specific texts

tradurre = trans-ducere = far passare

information is the scope of specific texts

 The reader is the most important element to be considered

Who needs to understand what I have read, translated, understood?

information is the scope of specific texts A translation has many layers:

- translation at the level of word
- translation at the level of sentence
- Conceptual translation
- Addressee translation:
 - reader-oriented translation

translation as communication process

- It must be clear
- It must be "used"
- It must be adapted to the specific field

What changes did we make in the leaflet?

- Setting changes:
 - due to different working context
- Word changes:
 - due to different use of terminology
- Tone changes:
 - due to different dialogue tone
- Structure changes:
 - due to different dialogue pattern

Setting changes: due to different working context

- **—** ...
- ____
- **—** ...
- - ...
- **—** ...
- **—** ...
- **—** ...

word changes: due to different terminology

- **—** ...
- _
- _ ...
- **—** ...
- **—** ...
- **—** ...
- $-\dots$

Tone changes: due to different dialogue tone

- **—** ...
- _
- **—** ...
- - ...
- **—** ...
- **—** ...
- **—** ...

Structure changes: due to different dialogue pattern

- **—** ...
- _
- **—** ...
- **—** ...
- **—** ...
- **—** ...
- **—** ...

Inishing the reading of the 1st article...

 List the words and the sentences which are not clear:

-
- •
-
-
-

glossary

- Senior nurse
- To adhere to the Code of conduct
- Holistic care
- To alleviate pain
- A patient may suffer from pain or disconfort
- Recovery ward
- Anaesthetic room

Self improvement plan

- Linguistic skills:
 - Glossary
 - Method for reading
 - Method for translating (comprehension)
 - Past tenses
 - Modal verbs
- Professional skills:
 - Overview of the stages before and after an operation
 - Consider the need of the patient to be informed