

Advanced Leadership and Management (N4DD6/HS4DD6)

Course Description

This advanced course is designed to enhance health care providers' knowledge related to the theories, principles, research, and concepts of leadership and management. The course integrates the professional and leadership disciplines in the exploration of key health care issues. This integration will be achieved through the analysis and application of theories and research related to leadership and management topics in the current work environment.

The major components of the course include:

- Current Health Care System Issues
- Complexity and Quantum Leadership
- Emotional Intelligence, Leadership and Care of Self
- Leaders as Mentors and Coaches
- Effective Leadership in Toxic Work Environments
- Leadership and Courage
- Organizational Culture, Including Safety Culture
- Leadership and Change
- Leadership Best Practices

Course Objectives

This course provides the learners with an opportunity to:

- Understand current health care system issues and their impact on the discipline of leadership.
- Appreciate the nature and impact of toxic work environments within health care organizations.
- Develop a comprehensive knowledge of leadership best practices.
- Explore the role of leaders as mentors and coaches.
- Explore and apply change and motivation theories to aspects of the leadership process.
- Analyze and apply transformational and quantum leadership theories and research findings to situations in healthcare work environments.
- Analyze organizational culture, in particular, safety culture and its' impacts on the delivery of care.
- Demonstrate application of theory to practice through the development of a leadership plan drawn from an issue in the student's workplace.

Course Format

Classes are facilitated by a tutor. It is expected that students spend at least 6 hours in the workplace, independent of other commitments, to apply course work. There are six course assignments that allow the student to apply theories and principles to real issues in their work environment. Learners will select one of eight topics which they will present and facilitate group discussions/ activities. An annotated bibliography will be prepared and submitted. A scholarly paper that assesses a conflict situation in the workplace will be submitted. A written and oral abstract will be drawn from the scholarly paper. Finally a reflection by the student's of his/her role as leader will be undertaken. Successful completion of all assignments leads to 6 units of university credit.

Required Texts

Porter-O'Grady, T. & Malloch, K. (2011) *Quantum Leadership Advancing Innovation, Transforming Health Care.*(3rd ed.). Toronto, ON. Jones and Bartlett.