

Course Title: N 420 Leadership and Management

Course Description:

This course focuses on organizational structure, aspects of leadership, and management concepts centered on the role of the professional nurse. This course also provides RN to BSN students with the opportunity to explore leadership and management concepts in nursing practice. Quality improvement, communication processes, teamwork and collaboration, informatics, and evidence-based practice initiatives within the QSEN framework will be presented. Strategies for efficient use of resources while maintaining a safe and effective patient care environment are emphasized.

Course Objectives:

At the end of this course, the student will be able to:

1. Apply the knowledge of organizational culture and research to synthesize and address issues of quality in various leadership roles.
2. Examine theoretical models and principles of leadership and management in various nursing and health care organizations.
3. Utilize critical thinking and information technology in the management of clients.
4. Demonstrate an understanding of the role of an effective and professional nurse leader in a health care practice system.
5. Evaluate the impact of various managerial and leadership styles in a selected health care and nursing system.
6. Examine the role of the nurse as a leader in a variety of contexts and settings and in handling challenges in health care organizations.
7. Apply concepts of professionalism and leadership in designing, implementing, coordinating, and evaluating nursing care from the approach of health promotion and disease prevention at various levels of population care.
8. Develop a praxis change project (teaching or policy) to assist individuals or communities to achieve their holistic health promotion goal using specific national standards (IOM, QSEN, Joint Commission, etc.).
9. Apply leadership concepts, skills, and decision making in the provision of high quality nursing care, healthcare team coordination, and the oversight and accountability for care delivery in a variety of settings.
10. Demonstrate leadership and communication skills to effectively implement patient safety and quality improvement initiatives within the context of the interprofessional team.
11. Demonstrate an awareness of complex organizational systems.
12. Demonstrate a basic understanding of organizational structure, mission, vision, philosophy, and values.
13. Use improvement methods, based on data from the outcomes of care processes, to design and test changes to continuously improve the quality and safety of health care.
14. Employ principles of quality improvement, healthcare policy, and cost effectiveness to assist in the development and initiation of effective plans for the microsystem and/or system wide practice improvements that will improve the quality of healthcare delivery.
15. Participate in the development and implementation of imaginative and creative strategies to enable systems to change.