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Leadership and Management Program

# Advanced Leadership/Management in Health Care Organizations (N4DD6/HS4DD6)

## Health Care Leadership and Management Program

### 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. This 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
- Transformational and Quantum Leadership
- Emotional Intelligence, Leadership and Care of Self
- Leaders as Mentors and Coaches
- Effective Leadership in Toxic Work Environments
- Leadership and Motivation
- Organizational Culture, Including Safety Culture
- Leadership and Change
- Leadership Best Practices

### COURSE OBJECTIVES

This course provides the student 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.
- Analyse 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

Four hour classes will be held once a week for 12 weeks. It is expected that students spend at least 6 hours in the workplace, independent of other commitments, to apply course work. Classes are facilitated by a tutor. There are six course assignments that allow the student to apply theories, research findings, and principles to real issues in their work environment. Students 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 leadership 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 unites of university credit.

### REQUIRED TEXTS

Malloch, K & Porter-O'Grady, T. (2008) *The Quantum Leader: Applications for the New World of Work* (2nd ed). Toronto, ON. Jones and Bartlett.

Leadership and Management Program, McMaster University, (2009-2010). *Selected Readings for Advanced Leadership and Management Course*