

Advanced Leadership and Management (N4DD6/HS4DD6)

Leadership and Management Program

COURSE DESCRIPTION

The 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

Six written assignments and a final project are completed over an 8 month period. Assignments are graded through the use of a standard procedure by an educational consultant. The Consultant is available for assistance throughout the course. Successful completion of all components leads to 6 units of University credit.

REQUIRED TEXTS

Malloch, K & Porter-O'Grady, T. (2005) *The Quantum Leader: Application for the New World of Work*. Toronto, ON. Jones and Bartlett.

Tuition Schedule

Please select one of the following plans:

1. Payment of \$1380.00 Full payment (cheque or credit card must accompany application form) *or*
2. Payment of \$1390.00 in two installments of \$695.00. (post-dated cheque or credit card).