



Course Description

NUR4827 | Leadership and Management Theory | 3.00 credits

This is an introductory course to leadership and management concepts and theories needed in today's healthcare environment. The course focuses on unique and innovative approaches to delegation, decision-making, budgeting, quality improvement, evidence-based practice, and population-based practice. Minimum grade of "C" or better required. Corequisite: NUR4667

Course Competencies:

Competency 1: The student will define and discuss characteristics and theories of leadership and Management by:

1. Discussing Benner's model of novice to expert
2. Exploring other management theories and their application to the nursing profession
3. Applying leadership and management theories to nursing practice

Competency 2: The student will discuss change theory by:

1. Identifying various change theories
2. Defining the concept of power
3. Explaining the basis of shared governance
4. Addressing the importance of change theory in nursing practice

Competency 3: The student will identify forms of communication and relate them to leadership and management practice by:

1. Describing the different types of communication
2. Discussing the impact of effective and ineffective communication
3. Exploring how culture affects communication patterns
4. Applying effective and therapeutic communication styles in the practice setting

Competency 4: The student will articulate significant performance principles and quality improvement

1. Describing the principles of performance improvement
2. Describing the concept of quality improvement
3. Differentiating between performance improvement and quality improvement
4. Applying the principles of performance improvement and quality improvement into practice

Competency 5: The student will apply human resource principles by:

1. Defining principles of human resources
2. Relating the principles of human resource management to desirable performance outcomes
3. Describing the concepts of collective bargaining and the impact of collective bargaining on the workforce environment
4. Identifying effective and ineffective labor management styles
5. Querying community labor management standards as it relates to nursing practice

Competency 6: The student will apply concepts of delegation, authority, responsibility, accountability, and supervision in the work setting by:

1. Defining delegation, authority, responsibility, accountability, and supervision
2. Demonstrating practical principles of delegation
3. Differentiating among authority, responsibility, and accountability
4. Describing effective and ineffective supervision styles
5. Applying delegation, authority, responsibility, accountability, and supervision principles in the practice setting

Learning Outcomes:

- Communicate effectively using listening, speaking, reading, and writing skills
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information
- Demonstrate knowledge of diverse cultures including global and historical perspectives
- Demonstrate knowledge of ethical thinking and its application to issues in society