COURSE OUTLINE: HCL302 - GRP CAPSTONE FOR HCL

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Course Code: Title	HCL302: GRP. CAPSTONE FOR HEALTH CARE LEADERSHIP
Program Number: Name	2187: HEALTH CARE LEADER 5985: HEALTH CARE LEADER.
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2023-2024
Course Description:	Collaborative leadership, working in complexity, systems thinking, and analysis of health data and informatics are critical skills for leaders in today`s health care environment. The Group Capstone course is a culminating group project where learners will apply business analysis and project management knowledge and tools to deliver a final project report and presentation on a current challenge facing Ontario health care organizations and systems. Small groups will be mentored throughout the course to support achievement of course requirements. Along with the group project, learners will undertake reflection and self-assessment of their personal work and contributions, professional growth, and collaboration.
Total Credits:	3
Hours/Week:	3
Total Hours:	42
Prerequisites:	There are no pre-requisites for this course.
Corequisites:	There are no co-requisites for this course.
Substitutes:	HCA127
This course is a pre-requisite for:	HCL401
Vocational Learning Outcomes (VLO's) addressed in this course: **Please refer to program web page for a complete listing of program outcomes where applicable.**	**2187 - HEALTH CARE LEADER** VLO 1 Communicate effectively and appropriately with patients, families, and members of both the health care and administrative teams to maintain a wholly interactive environment. VLO 2 Practice and support evidence informed decision making, using critical thinking skills and best leadership practices to lead sustainable health care operations. VLO 3 Practice within the legal, ethical and professional scope of practice of a leader in Ontario's health care system to maintain the integrity of the health care organization. VLO 4 Address the needs of a diverse patient population using best practices to ensure progressive and positive processes within a health care facility. VLO 5 Utilize progressive, professional leadership concepts with a culturally competent approach to achieve organizational and health system goals within an interprofessional health care team. VLO 6 Apply accounting and financial principles to support the management and operations of an organization.

	VLO 7	Utilize health care technology and informatics for the benefit of the patients and support of the institution.
	VLO 8	Outline strategies to manage risks in the business activities of a health care organization to obtain a sustainable organization.
	VLO 9	Develop and maintain ongoing personal and professional development to improve work performance in health care leadership.
	VLO 10	Apply patient and family quality care theories and core concepts of patient safety into current practices to achieve enhanced patient outcomes and positive experiences in the health care setting.
	VLO 11	Apply principles of operational planning, project management, and quality management to support health care operations.

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	VLO 4	Address the needs of a diverse patient population using best practices to ensure progressive and positive processes within a health care facility.
	VLO 5	Utilize progressive, professional leadership concepts with a culturally competent approach to achieve organizational and health system goals within an interprofessional health care team.
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Essential Employability Skills (EES) addressed in this course:	EES 1	Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience.
	EES 2	Respond to written, spoken, or visual messages in a manner that ensures effective communication.
	EES 4	Apply a systematic approach to solve problems.
	EES 5	Use a variety of thinking skills to anticipate and solve problems.

	EES 6 Locate, select, organize, and document information using appropriate technology and information systems.
	EES 7 Analyze, evaluate, and apply relevant information from a variety of sources.
	EES 8 Show respect for the diverse opinions, values, belief systems, and contributions of others.
	EES 9 Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.
	EES 10 Manage the use of time and other resources to complete projects.
	EES 11 Take responsibility for ones own actions, decisions, and consequences.
Course Evaluation:	Passing Grade: 50%, D A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation.

Course Outcomes and Learning Objectives:

Course Outcome 1	Learning Objectives for Course Outcome 1
Optimize research and critical analysis skills to support business decision-making in a health care environment.	1.1. Apply proven methods and approaches to solve Ontario health care challenges including problem definition, literature review, data analytics, risk identification and evaluation, options generation and analysis, and communication. 1.2. Identify and critically analyze key health care stakeholders to achieve project outcomes. 1.3. Understand the Ontario health care context and the legal, policy and ethical frameworks that inform solutions. 1.4. Demonstrate the highest commitment to academic integrity through appropriate referencing of all sources using best practice approaches.
Course Outcome 2	**Learning Objectives for Course Outcome 2**
Lead and support a health-related project through its lifecycle.	2.1. Apply project management best practices, tools, technologies and techniques to lead, plan and execute a health-relate project within scope and on time to achieve project goals. 2.2. Demonstrate proficiency in monitoring a project and implement proven course corrective actions when required. 2.3. Evaluate change management models and frameworks and apply appropriate change approach to achieve project objectives. 2.4. Explore and apply strategies to communicate and close a project including evaluation and debriefing methods and presentation best practices.
Course Outcome 3	**Learning Objectives for Course Outcome 3**
Evaluate and develop strategies for ongoing personal and professional growth to enhance work performance in business and health fields.	3.1. Explore the concept of collaboration in small group work, apply collaborative principles and practices, and optimize diverse skill sets, experience and knowledge of colleagues to achieve results. 3.2. Leverage best practice meeting tools and techniques to lead effective team meetings to achieve meaningful outcomes and desired goals.

		3.3. Demonstrate accountability by applying strategies to effectively manage time, prioritize work, and meet key project deliverables.
		3.4. Utilize evidence-based approaches to remove performance barriers and resolve personal and professional conflict.
		3.5. Through self-reflective practice, explore professional growth opportunities, assess personal contribution to the group project and leadership competencies, and reflect on collaborative approach
	Course Outcome 4	**Learning Objectives for Course Outcome 4**
	Apply key concepts and technologies to support health organization or health system business initiatives.	4.1. Explore the application of business concepts in a health care environment to achieve project goals and objectives, and high-quality care outcomes for patients. 4.2. Demonstrate effective use of digital tools and applications to support project success and achievement of objectives.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Assignments (includes written assignments and presentations)	50%
Effective Team Work	20%
Self-Reflective Practices	30%

Date: June 23, 2023

Addendum: Please refer to the course outline addendum on the Learning Management System for further information.