COURSE OUTLINE: HCA114 - LEAD. IN HLTHCRE ADM

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Course Code: Title	HCA114: LEADERSHIP IN HEALTHCARE ADMINISTRATION
Program Number: Name	2186: HEALTH CARE ADMIN
Department:	BUSINESS/ACCOUNTING PROGRAMS
Semesters/Terms:	20F, 21W
Course Description:	This course provides an introduction to frameworks and practices of effective health care leadership. Students will learn leadership theories and practice with particular emphasis on the LEADS Framework. Students will learn how to apply strategies and attitudes to lead themselves, engage others, and develop coalitions to achieve organizational and health system goals. Students will explore other leadership frameworks and compare those to the LEADS framework to identify, understand, and demonstrate some fundamental behaviours and values of successful emerging health leaders. Students will conduct a baseline assessment of their leadership competencies and create a roadmap for their lifelong journey of continuous improvement in their leadership ability.
Total Credits:	3
Hours/Week:	3
Total Hours:	45
Prerequisites:	There are no pre-requisites for this course.
Corequisites:	There are no co-requisites for this course.
Vocational Learning Outcomes (VLO's) addressed in this course: Please refer to program web page for a complete listing of program outcomes where applicable.	**2186 - HEALTH CARE ADMIN** VLO 3 utilize progressive, professional leadership concepts while working within an interprofessional health care team. VLO 4 Communicate effectively and appropriately with patients, families, and members both in the health care and administrative teams to maintain a wholly interactive environment. VLO 5 Practice within the legal, ethical and professional scope of practice of a manager in the province of Ontario. VLO 7 Support evidence informed decision making, using critical thinking skills and best practices in the administration of a healthcare facility. VLO 9 Maintain ongoing personal and professional development to improve work performance in health care administration.
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.

In response to public health requirements pertaining to the COVID19 pandemic, course delivery and assessment traditionally delivered in-class, may occur remotely either in whole or in part in the 2020-2021 academic year.

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	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 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
1. Define leadership and management, understand how they differ and the importance of each as applied to the health care setting.	1.1 Leading self and others
Course Outcome 2	**Learning Objectives for Course Outcome 2**
2. Describe the LEADS Framework, apply the LEADS framework to leadership in a health care setting, and demonstrate understanding of leadership competencies through self-assessment and developing an individualized development plan.	2.1 Emotional Intelligence definition, application, and development 2.2 Creating a personal leadership development plan 2.3 System transformation through LEAN methodology, critical thinking, and decision making framework 2.4 Adapting and adjusting plans when performance declines
Course Outcome 3	**Learning Objectives for Course Outcome 3**
3. Compare and contrast the LEADS framework with other leadership frameworks to identify commonalities and appreciate other models for leadership growth and development.	3.1 Leadership models and frameworks
Course Outcome 4	**Learning Objectives for Course Outcome 4**
4. Describe and begin to apply strategies and tactics to progress in leadership competencies such as strategic planning and aligned goal setting, balanced scorecard, team huddles, and time management.	4.1 Strategic planning and aligning goals and objectives to achieve results 4.2 Monitoring and communicating progress on goal attainment 4.3 Developing and leveraging coalitions with teams, patients and families, and external partners

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	Evaluation Type	Evaluation Weight
Evaluation Process and Grading System:	Assignments (including written assignments and presentations)	60%
	Professional Skills Development	20%
	Tests / Exam	20%

Date:	June 17, 2020
Addendum:	Please refer to the course outline addendum on the Learning Management System for further information.

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