COURSE OUTLINE: HCA114 - LEAD. IN HLTHCRE ADM

Prepared: Rebecca Keown, BA(Hons), MBHL
Approved: Martha Irwin, Dean, Business and Information Technology

Course Code: Title	HCA114: LEADERSHIP IN HEALTHCARE ADMINISTRATION
Program Number: Name	2186: HEALTH CARE ADMIN
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2024-2025
Course Description:	This course introduces frameworks and practices of effective health care leadership. Students will learn leadership theories and practice with particular emphasis on the LEADS in a Caring Environment 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. In addition, students will conduct a self-assessment of their leadership competencies and create a roadmap for their professional development and continuous learning.
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.
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.**	**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.

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	EES 4	Apply a systematic approach to solve problems.
	EES 5	Use a variety of thinking skills to anticipate and solve problems.
	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
Define key terms and explain core concepts related to leadership in a health care environment.	1.1. Compare and contrast concepts of `leadership` and `management`. 1.2. Explain the importance of leadership and management in a health care setting. 1.3. Describe key competencies of effective vs ineffective leaders in today`s health care context as they pertain to the LEADS in a Caring Environment Framework. 1.4. Discuss various leadership styles and their impact on team performance and organizational outcomes. 1.5. Explore the role informal leaders play in health organizations.
Course Outcome 2	**Learning Objectives for Course Outcome 2**
Assess and critically reflect on one`s own leadership competencies.	2.1. Describe the concept of `emotional intelligence` and explain its role in leadership. 2.2. Explore various personality types and traits, and complete a personality questionnaire. 2.3. Reflect on one`s personality questionnaire results and explore how traits and preferences impact personal and professional life. 2.4. Evaluate own leadership competencies using a self-assessment tool. 2.5. Create a professional development plan with clear objectives, actions, and timelines that is aligned to growth opportunities as identified in self-assessment. 2.6. Explore best-practice approaches to developing others.
Course Outcome 3	**Learning Objectives for Course Outcome 3**
Describe foundational and modern leadership principles, theories and models.	3.1. Identify and define early and modern leadership frameworks leveraging the literature. 3.2. Debate the advantages and disadvantages of these frameworks as they pertain to a general business setting and specifically in a health care setting.

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	3.3. Compare and contrast these frameworks with the LEADS Framework. 3.4. Critically evaluate these frameworks against the LEADS Framework as they pertain to health care leadership.
Course Outcome 4	**Learning Objectives for Course Outcome 4**
Explore the role of leadership in transforming systems.	4.1. Explain Ontario`s recent health system transformation and describe the advantages and disadvantages. 4.2. Describe concepts of `strategic planning`, `environmental scanning`, `aligned goal setting`, and `balanced scorecard` as they pertain to a health care setting. 4.3. Explore and discuss the Mission, Vision and Values of Ontario health care organizations as they pertain to organizational and systemic outcomes. 4.4. Identify key health care measures and goals at various levels of an organization and explain the importance of a cascading scorecard. 4.5. Describe the importance of engaging patients and families and other key stakeholders in strategy development and implementation. 4.6. Explore introductory concepts of Lean methodology and their application in a health care setting using examples.

Evaluation Process and Grading System:

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

Date: June 9, 2024

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