



COURSE OUTLINE: HCL203 - PROJECT LDR. IN H.C.

Prepared: Rebecca Keown, BA(Hons), MBHL

Approved: Martha Irwin, Dean, Business and Information Technology

Course Code: Title	HCL203: PROJECT LEADERSHIP IN HEALTH CARE
Program Number: Name	2187: HEALTH CARE LEADER 5985: HEALTH CARE LEADER.
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2024-2025
Course Description:	This course provides learners with a comprehensive overview of project management fundamentals and leadership for the health care sector including best practice standards and tools, key behavioural skills, and project management knowledge areas including scope definition, planning, communications, human resource considerations, and risk and procurement management. Leadership components of project management are emphasized, with particular attention to engagement of project sponsors and key decision-makers, and interaction with critical health stakeholders. Learners will be given practical and hands-on experience through class discussion, small group exercises, assignments, and case studies.
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:	2187 - HEALTH CARE LEADER
Please refer to program web page for a complete listing of program outcomes where applicable.	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 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 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.

5985 - HEALTH CARE LEADER.

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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 3 Execute mathematical operations accurately.
- 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
Explain key concepts related to project leadership and management in a health care setting.	<p>1.1. Explain the concept of `project management` and understand the need for project management in a health care environment from the perspective of improving the patient experience and quality outcomes.</p> <p>1.2. Explore key roles and accountabilities in the management and leadership of health care projects including Project Sponsor, Project Manager, and key stakeholders.</p> <p>1.3. Understand project management as a discipline and identify key industry best practice standards such as Project Management Body of Knowledge (PMBOK) and Project Management Institute (PMI).</p>
Course Outcome 2	Learning Objectives for Course Outcome 2
Critically evaluate project management models and approaches pertaining to clinical, financial, and operational improvement.	<p>2.1. Identify key approaches to project management such as waterfall and agile methodologies and how they apply in a health care environment.</p> <p>2.2. Explore the pros and cons of project management models and evaluate models for best fit with organization and project type.</p> <p>2.3. Identify the main components of a project and describe the project management lifecycle.</p> <p>2.4. Explain best practice tools and technologies used to lead health care projects.</p>
Course Outcome 3	Learning Objectives for Course Outcome 3
Effectively plan, execute, monitor, and close a health care-related project.	<p>3.1. Align a project to an organization`s strategic direction, vision, and mission to obtain `buy-in` from senior executives.</p> <p>3.2. Develop a comprehensive project plan that includes planning and control procedures, resource management (including project budget), key performance indicators, and risk management plans.</p> <p>3.3. Utilize health informatics and root cause analysis approaches to clearly define a health care problem and undertake a literature review.</p> <p>3.4. Identify and apply key tools and techniques to monitor project tasks to prevent scope creep, evaluate key performance indicators, and track variations from budget and timeline, and implement course corrective actions.</p> <p>3.5. Create and deliver the finished report to the `client`, evaluate and document the project, and identify key lessons learned.</p> <p>3.6. Manage communications to ensure timely and appropriate generation, collection, dissemination, storage and disposition of project information to aid in the achievement of project objectives.</p> <p>3.7. Apply appropriate legal and ethical standards in the planning and execution of projects to meet industry and client expectations.</p>



	Course Outcome 4	Learning Objectives for Course Outcome 4
	Explore essential leadership skills, strategies, and techniques for leading successful projects.	4.1. Understand the differences and similarities between project management and project leadership. 4.2. Identify and explain key leadership competencies to create a project vision, gain project support and influence project outcomes. 4.3. Explore the stages of team development (including the development of virtual teams) and key approaches for effective collaboration across functions, departments, organizations and health systems. 4.4. Understand why projects fail and identify and mitigate risk from a cost, schedule, and performance perspective.

Evaluation Process and Grading System:

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

Date: June 9, 2024

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