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
Academic Year:	2025-2026
Course Description:	This course introduces students to key frameworks, behaviours, and practices in healthcare leadership. Emphasis is placed on the LEADS in a Caring Environment Framework, a nationally recognized model that supports leadership development across all levels of the health system. Students will examine and compare foundational and contemporary leadership theories, explore strategies to lead self, engage others, achieve results, develop coalitions, and contribute to system transformation. Through self-reflection and applied learning, students will articulate a personal leadership philosophy and develop a professional growth plan that aligns with their values, strengths, and career goals in health care leadership.
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
Explain key leadership concepts and competencies within the context of health care.	1.1 Differentiate between leadership and management in health care environments. 1.2 Describe the significance of effective leadership in achieving health system goals. 1.3 Identify and analyze the core competencies of effective leaders, as outlined in the LEADS Framework. 1.4 Examine the influence of leadership styles on team dynamics, culture, and performance.
Course Outcome 2	**Learning Objectives for Course Outcome 2**
Assess and reflect on personal leadership strengths, values, and development opportunities.	2.1 Complete a validated leadership style assessment and interpret the results. 2.2 Reflect on how personal traits, values, and preferences influence leadership behaviour. 2.3 Articulate a personal leadership philosophy that reflects individual values, experience, and intended leadership approach. 2.4 Develop a professional development plan with goals, actions, and timelines aligned with self-assessment results and leadership aspirations. 2.5 Identify strategies to mentor, coach, and support the development of others.
Course Outcome 3	**Learning Objectives for Course Outcome 3**
Compare foundational and contemporary leadership models and evaluate their relevance to health care.	3.1 Identify and describe major leadership theories, including transformational, servant, authentic, and adaptive leadership. 3.2 Compare alternative models with the LEADS in a Caring Environment Framework. 3.3 Compare change leadership theories (e.g., Kotter`s 8-Step Model, Lewin`s Change Theory, and Adaptive Leadership) and assess their relevance to leading transformation in health care settings. 3.4 Critically evaluate how different frameworks support leadership effectiveness in dynamic and complex health care

	systems.	
	Course Outcome 4	**Learning Objectives for Course Outcome 4**
	Evaluate how health care leaders drive strategic alignment, performance improvement, and system transformation through goal-oriented leadership.	4.1 Apply key strategic planning tools, such as environmental scanning, SWOT analysis, and the balanced scorecard, to support evidence-informed decision-making. 4.2 Analyze how leaders cascade organizational goals, monitor performance, and use metrics to achieve meaningful, measurable results.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Assignments	60%
Professional Skills Development	20%
Self Reflective Journals	20%

Date: August 19, 2025

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