



COURSE OUTLINE: HCL201 - LDR COM, COLLAB, REL

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Approved: Bob Chapman - Dean

Course Code: Title	HCL201: LDR COMM, COLLABORATION, & RELATIONSHIPS
Program Number: Name	2187: HEALTH CARE LEADER
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2025-2026
Course Description:	Collaborative communication is a foundational skill for effective leadership, high-performing teams, and organizational outcomes. This course offers students an experiential approach to understanding and engaging in collaborative practice. Through interactive learning activities students will explore and apply diverse models of collaboration to develop inclusive, trust-based, and action-oriented team environments. Students will examine how to create the conditions necessary for authentic collaboration, navigate complexity, and harness diverse perspectives to generate insight and innovation. They will also engage with contemporary frameworks to address workplace challenges and experiment with creative methods for team engagement beyond conventional approaches. By the end of the course, students will build the confidence and collaborative competence needed to lead and contribute meaningfully to today's complex healthcare settings.
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 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 9 Develop and maintain ongoing personal and professional development to improve work performance in health care leadership.
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 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 core concepts and models of collaboration in leadership and organizational contexts.	1.1. Define collaboration and collaborative communication in the context of healthcare leadership. 1.2. Describe foundational elements of effective collaboration, including shared purpose, trust, and open dialogue. 1.3. Compare key theories and models of collaboration, including Western, Africentric, and Indigenous approaches.
Course Outcome 2	Learning Objectives for Course Outcome 2
Apply collaborative communication strategies to engage diverse teams and support problem-solving, innovation, and coordinated action.	2.1. Demonstrate conversational strategies that build collaborative capacity, such as active listening, generative dialogue, and appreciative inquiry. 2.2. Use collaborative frameworks to facilitate team-based decision-making and creative problem-solving. 2.3. Apply inclusive communication practices that leverage diverse perspectives in group settings.
Course Outcome 3	Learning Objectives for Course Outcome 3
Analyze organizational and interpersonal factors that impact collaboration and implement approaches that support inclusive and effective team engagement.	3.1. Examine key drivers and barriers that influence collaboration (e.g. policy, technology, organizational culture, resistance, and power dynamics) and evaluate strategies to address them. 3.2. Design and apply inclusive approaches that promote team engagement. 3.3. Analyze case studies to assess how leaders build trust and navigate complex dynamics to sustain constructive collaboration.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Assignments (includes written assignments and presentations)	60%
Self-Reflection	20%
Tests	20%



Date:

August 19, 2025

Addendum:

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

