



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

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Approved: Bob Chapman - Dean

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:	2025-2026
Course Description:	This course provides learners with a comprehensive introduction to project management in the healthcare sector. Emphasis is placed on best practice standards and core project management knowledge areas, including scope definition, planning, communication, human resource management, risk mitigation, and procurement. Students will explore recognized frameworks such as PMBOK, with a focus on leading projects that improve clinical, operational, and financial outcomes. Through interactive discussions, case studies, and applied exercises, learners will gain hands-on experience in planning, executing, monitoring, and closing healthcare-related projects while developing the leadership skills needed to engage sponsors, guide teams, and influence key decision-makers across complex health systems.
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 fundamental concepts of project leadership and management within healthcare contexts.	1.1 Define project management and explain its role in improving patient experience and health system performance. 1.2 Describe key project roles and accountabilities, including Project Sponsor, Project Manager, and other stakeholders. 1.3 Identify professional standards and frameworks in project management, including Project Management Body of Knowledge (PMBOK) and the Project Management Institute (PMI).
Course Outcome 2	Learning Objectives for Course Outcome 2
Evaluate project management models and approaches for healthcare initiatives.	2.1 Compare project management methodologies such as Waterfall and Agile in relation to healthcare settings. 2.2 Assess the advantages and limitations of different project models and determine the best fit for various project types. 2.3 Describe the core components of a project and explain the stages of the project lifecycle. 2.4 Identify best-practice tools and technologies commonly used in healthcare project management.
Course Outcome 3	Learning Objectives for Course Outcome 3
Design, implement, and assess a healthcare project aligned with organizational strategy.	3.1 Align project goals with an organization's strategic direction to secure executive support. 3.2 Develop a comprehensive project plan including scope, budget, timeline, risk mitigation, and performance measures. 3.3 Define a problem and conduct a relevant literature review. 3.4 Apply monitoring techniques to track performance, prevent scope creep, and implement corrective actions. 3.5 Prepare and deliver a final project report, evaluate project outcomes, and document lessons learned. 3.6 Manage project communication processes to ensure timely, accurate, and secure information flow. 3.7 Apply legal, ethical, and professional standards in project planning and execution.
Course Outcome 4	Learning Objectives for Course Outcome 4
Articulate leadership competencies essential to successful healthcare project outcomes.	4.1 Identify key leadership skills required to create a project vision, build support, and drive outcomes. 4.2 Analyze the stages of team development and apply strategies for fostering collaboration across teams, departments, and systems. 4.3 Examine common reasons for project failure and recommend strategies to mitigate risks related to cost, schedule, and performance.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Assignments (includes written assignments and presentations)	60%



	Professional Skills Development	20%
	Tests / quizzes	20%

Date: August 19, 2025

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