COURSE OUTLINE: HCL302 - GRP CAPSTONE FOR HCL

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Course Code: Title	HCL302: GRP. CAPSTONE FOR HEALTH CARE LEADERSHIP
Program Number: Name	2187: HEALTH CARE LEADER
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2025-2026
Course Description:	The Capstone course provides a culminating opportunity for learners to integrate and apply their knowledge of health care leadership through the completion of an applied research project. Students will produce a comprehensive project report and deliver a professional poster presentation on a topic relevant to health care leadership. Depending on the project`s focus, learners may employ quantitative, qualitative, or mixed-methods research approaches. Throughout the course, students will receive mentorship and structured support to guide them through each stage of the project. In addition to their research work, students will engage in critical self-reflection and evaluate their individual contributions, professional growth, and collaborative competencies.
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.
Substitutes:	HCA127
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.**	**2187 - HEALTH CARE LEADER** 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 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 7 Utilize health care technology and informatics for the benefit of the patients and support of the institution.

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	VLO 8 Outline strategies to manage risks in the business activities of a health care organization to obtain a sustainable organization.
	VLO 9 Develop and maintain ongoing personal and professional development to improve work performance in health care leadership.
	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.
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 4 Apply a systematic approach to solve problems.
	EES 5 Use a variety of thinking skills to anticipate and solve problems.
	EES 6 Locate, select, organize, and document information using appropriate technology and information systems.
	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
Apply research and critical analysis skills to investigate and address a health care leadership challenge/opportunity.	1.1. Formulate a clear research question and, where appropriate, a testable hypothesis related to a current health care leadership or administration issue. 1.2. Conduct a comprehensive literature review using thematic analysis to identify trends, gaps, and evidence-informed insights. 1.3. Select and apply appropriate research methods (quantitative, qualitative, or mixed-methods) to collect and analyze data. 1.4. Identify and critically assess stakeholder interests, legal frameworks, policy environments, and ethical considerations that inform project recommendations. 1.5. Develop clear, actionable recommendations based on research findings. 1.6. Communicate findings effectively through a structured

	Course Outcome 2	Learning Objectives for Course Outcome 2
		written report and a professional poster presentation, adhering to standards of academic integrity.
	Lead and manage a capstone research project from initiation to completion.	2.1. Apply project management tools, techniques, and technologies to initiate, plan, and execute the capstone project within defined timelines and scope. 2.2. Monitor project progress, manage risks, and implement corrective actions as required to achieve project goals.
	Course Outcome 3	Learning Objectives for Course Outcome 3
	Demonstrate professional accountability and collaborative effectiveness.	3.1. Actively contribute to peer discussions, project meetings, and feedback processes throughout the project lifecycle. 3.2. Apply time management, organizational, and delegation strategies to meet key milestones and deliverables. 3.3. Use evidence-informed strategies to manage conflict, enhance team dynamics, and address performance challenges. 3.4. Engage in self-reflection to evaluate personal contributions, identify areas for professional growth, and assess leadership and collaboration competencies.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Assignments (includes written assignments and presentations)	40%
Final Project Report	25%
Poster Presentation	15%
Professional Skills Development	10%
Self-Reflective Practices	10%

Date: August 19, 2025

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