



COURSE OUTLINE: HCL401 - H.C.L. INTERNSHIP

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Approved: Bob Chapman - Dean

Course Code: Title	HCL401: HEALTH CARE LEADERSHIP INTERNSHIP
Program Number: Name	2187: HEALTH CARE LEADER 5985: HEALTH CARE LEADER.
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2025-2026
Course Description:	This 14-week internship course provides students with an immersive, real-world work experience in a healthcare leadership setting. In addition to the placement, students will participate in a weekly, instructor-led two-hour seminar designed to support their professional growth and success throughout the internship. Students will track their progress using a structured Skills Passbook, which includes documentation completed both by the placement supervisor and during the seminar sessions. Learners will establish individualized learning goals aligned with their placement context and will engage in ongoing reflection to assess and strengthen their leadership competencies and professional performance.
Total Credits:	12
Hours/Week:	22
Total Hours:	308
Prerequisites:	HCA111, HCA112, HCA113, HCA114, HCA115, HCA116, HCA117, HCA118, HCA119, HCA125, HCA126, HCL101, HCL201, HCL202, HCL203, HCL301, HCL302
Corequisites:	There are no co-requisites for this course.
Vocational Learning Outcomes (VLO's) addressed in this course:	<p>2187 - HEALTH CARE LEADER</p> <p>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.</p> <p>VLO 2 Practice and support evidence informed decision making, using critical thinking skills and best leadership practices to lead sustainable health care operations.</p> <p>VLO 4 Address the needs of a diverse patient population using best practices to ensure progressive and positive processes within a health care facility.</p> <p>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.</p> <p>VLO 9 Develop and maintain ongoing personal and professional development to improve work performance in health care leadership.</p> <p>VLO 11 Apply principles of operational planning, project management, and quality management to support health care operations.</p> <p>5985 - HEALTH CARE LEADER.</p> <p>VLO 1 Communicate effectively and appropriately with patients, families, and members of</p>

Please refer to program web page for a complete listing of program outcomes where applicable.



	<p>both the health care and administrative teams to maintain a wholly interactive environment.</p> <p>VLO 2 Practice and support evidence informed decision making, using critical thinking skills and best leadership practices to lead sustainable health care operations.</p> <p>VLO 4 Address the needs of a diverse patient population using best practices to ensure progressive and positive processes within a health care facility.</p> <p>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.</p> <p>VLO 9 Develop and maintain ongoing personal and professional development to improve work performance in health care leadership.</p> <p>VLO 11 Apply principles of operational planning, project management, and quality management to support health care operations.</p>								
Essential Employability Skills (EES) addressed in this course:	<p>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.</p> <p>EES 2 Respond to written, spoken, or visual messages in a manner that ensures effective communication.</p> <p>EES 4 Apply a systematic approach to solve problems.</p> <p>EES 5 Use a variety of thinking skills to anticipate and solve problems.</p> <p>EES 7 Analyze, evaluate, and apply relevant information from a variety of sources.</p> <p>EES 8 Show respect for the diverse opinions, values, belief systems, and contributions of others.</p> <p>EES 9 Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.</p> <p>EES 10 Manage the use of time and other resources to complete projects.</p> <p>EES 11 Take responsibility for ones own actions, decisions, and consequences.</p>								
Course Evaluation:	<p>Satisfactory/Unsatisfactory & A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation.</p>								
Other Course Evaluation & Assessment Requirements:	<p>Health Care Leadership Skills Passbook will be provided to students during the first week of the semester.</p> <p>To be PLAR eligible prior experience must have been in Canada.</p>								
Course Outcomes and Learning Objectives:	<table border="1"> <thead> <tr> <th>Course Outcome 1</th> <th>Learning Objectives for Course Outcome 1</th> </tr> </thead> <tbody> <tr> <td>Communicate effectively and professionally in the health care setting.</td> <td> 1.1 Evaluate and apply different approaches to communicating with a variety of relevant stakeholders. 1.2 Respond to written, spoken, or visual messages in a manner than ensures effective communication. 1.3 Develop short, prepared, and impromptu presentations for a variety of purposes and to a variety of audiences. </td> </tr> <tr> <th>Course Outcome 2</th> <th>Learning Objectives for Course Outcome 2</th> </tr> <tr> <td>Observe and analyze</td> <td>2.1 Evaluate evidence used to inform decision-making.</td> </tr> </tbody> </table>	Course Outcome 1	Learning Objectives for Course Outcome 1	Communicate effectively and professionally in the health care setting.	1.1 Evaluate and apply different approaches to communicating with a variety of relevant stakeholders. 1.2 Respond to written, spoken, or visual messages in a manner than ensures effective communication. 1.3 Develop short, prepared, and impromptu presentations for a variety of purposes and to a variety of audiences.	Course Outcome 2	Learning Objectives for Course Outcome 2	Observe and analyze	2.1 Evaluate evidence used to inform decision-making.
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Course Outcome 2	Learning Objectives for Course Outcome 2								
Observe and analyze	2.1 Evaluate evidence used to inform decision-making.								

	decision-making processes within the organization.	2.2 Differentiate between evidence-based decisions and emotion-based decisions.
	Course Outcome 3	Learning Objectives for Course Outcome 3
	Observe and reflect on care for diverse populations in the healthcare setting.	3.1 Identify the unique needs of a patient / client / resident population served by the organization or system. 3.2 Evaluate programs, services, or approaches for equity, inclusiveness, and diversity to serve diverse populations.
	Course Outcome 4	Learning Objectives for Course Outcome 4
	Maintain ongoing personal and professional development.	4.1 Identify roles and responsibilities of the organization's leadership team. 4.2 Reflect on one's own personality traits and alignment with roles of the leadership team. 4.3 Develop learning goals unique to placement and track internship experience and professional development in passbook, throughout the internship.
	Course Outcome 5	Learning Objectives for Course Outcome 5
	Identify a current project and describe how it supports operational planning at the health care organization.	5.1 Determine whether the project fits with the organizational mission, vision, and values. 5.2 Identify project sponsors and key stakeholders. 5.3 Determine whether the organization utilizes a change management approach.
	Course Outcome 6	Learning Objectives for Course Outcome 6
	Demonstrate general professionalism.	6.1 Conduct oneself in line with the expectations of the student role during the Internship. 6.2 Take responsibility for self, e.g., punctuality, professional appearance, cell phone use. 6.3 Follow all organizational policies and processes e.g., privacy, dress code, health and safety requirements, IT protocols, etc.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Professional Skills Development - Skills Passbook	70%
Special topics discussions/small assignments for Seminar	30%

Date:

June 27, 2025

Addendum:

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

