# **Course Map**

## **NU 411R– Leadership and Management in Nursing Online**

This is your Course Map; it will direct you through each of the course modules and demonstrates alignment of critical course components including learning objectives, assessment and measurement, instructional materials, course activities and learner interaction and course technology to ensure that you achieve the desired learning outcomes. **Please note:** You will also find the instructions within the beginning of each Module of this Canvas Course. Modules are the overarching theme in which your content is organized. This semester you have six (6) Modules. With the exception of your orientation module (Module 0), each module includes required readings and PowerPoints to review.

### **Anderson College of Nursing (ACON) Bachelor of Science in Nursing Program Learning Outcomes (PLO)**

PLO1: Function in professional nursing roles.

PLO2: Possess a foundation for graduate study.

PLO3: Synthesize knowledge from a broad educational foundation upon which professional nursing practice is based.

PLO4: Communicate and collaborate with members of the health team and other interested groups in identifying and meeting the health needs of individuals, families, and communities.

PLO5: Demonstrate an understanding of the need for continuous personal and professional growth.

PLO6: Possess basic knowledge about research and its application to practice.

PLO7: Develop interpersonal and technological skills necessary to assume leadership roles with the BSN scope of practice.

### **Course Learning Objectives**

1. Analyze theories and concepts related to leadership and management in the nursing practice. *(POL 2,3 )*

2. Apply professional codes of ethics as frameworks for leadership and management. *(POL 1,4,5 )*

3. Describe the impact of organizational structure and patient care delivery strategies on health care delivery. *(POL 2,3,4 )*

4. Analyze the political, economic, social, and cultural factors that affect health care delivery in an organization. *(POL 1-7)*

5. Discuss the attributes that are necessary for effective leadership in nursing. *(POL 1,3-7)*

6. Relate principles of communication, change, motivation, performance appraisal, power, and negotiation to the management/leadership role. *(POL 1,2,3,4,7)*

7. Utilize group process and team building skills, professional and organizational standards, and current research in the beginning

leadership role. *(POL 4,5,6)*

8. Analyze selected legal and ethical issues that impact health care delivery systems. *(POL 1,3,4 )*

9. Identify criteria used in various staffing patterns. *(POL 1,3,4,7)*

10. Discuss issues in managing costs and budgeting of health care delivery. *(POL 3,7)*

11. Discuss components of quality improvement/quality management, case management, and evidence based practice as they relate

to the delivery of quality patient care. *(POL 1,2,3,5,6)*

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| **Course Objectives (CO)** | **Module Objectives (MO)** | **Module Learning Activities** | **Module Evaluation Methods** |
| **Module 0: Getting Started with the Course Syllabus, Introductory Materials, Guidelines & Policies** | | |
| 1. Analyze theories and concepts related to leadership and management in the nursing practice. *(POL 2,3 )*  2. Apply professional codes of ethics as frameworks for leadership and management. *(POL 1,4,5)*  3. Describe the impact of organizational structure and patient care delivery strategies on health care delivery. *(POL 2,3,4)*  4. Analyze the political, economic, social, and cultural factors that affect health care delivery in an organization. *(POL 1-5 )*  5. Discuss the attributes that are necessary for effective leadership in nursing. *(POL 1,3,5,6,7 )*  6. Relate principles of communication, change, motivation, performance appraisal, power, and negotiation to the management/leadership role. *(POL 1,2,3,7)*  7. Utilize group process and team building skills, professional and organizational standards, and current research in the beginning leadership role. *(POL 4,5,6)*  8. Analyze selected legal and ethical issues that impact health care delivery systems. *(POL 1,3)*  9. Identify criteria used in various staffing patterns. *(POL 1,4)*  10. Discuss issues in managing costs and budgeting of health care delivery. *(POL 3,7)*  11. Discuss components of quality improvement/quality management, case management, and evidence based practice as they relate to the delivery of quality patient care. *(POL 2,6)* | 1. Navigate the course structure and layout.  2. Get to know your classmates and instructor.  3. Become familiar with ACON policies. | 1. Review Module O in Canvas *(MO 1)*  2. Participate in the “Introduce Yourself” discussion in Canvas *(MO 2)*  3. Review ACON policies *(MO 3*) | 1. Complete the Canvas Student Orientation Course *(MO 1).*  2. Introduce yourself to the class by participating in the “Introduce Yourself” discussion *(MO 2).*  3. Complete Academic Honesty quiz *(MO 3).*  4. Complete APA quiz *(MO 3).* |
| **Module 1: Introduction to Leadership and Management** | | |
| 1. Describe various leadership and management theories. *(CO 1)* 2. Discuss leadership and management traits. *(CO 1,5)* 3. Identify common leadership styles and describe situations in which each leadership style could be appropriate. *(CO 1,5)* 4. Analyze how future paradigm shifts in health care could affect the necessary leadership skills of nurses. *(CO 1,5)* | 1. Read chapters 2 and 3 in your text. *(MO 1-4)*  2. Review all supplemental materials for this unit in Canvas. *(MO 1-4)*  3. Complete the post module quiz for this module (*MO 2,3*).  4. Participate in module discussion (*MO 1-4)*. | 1. Complete the post module quiz for this module (*MO 2,3*). ***25 points***  2. Discussion: Participate in the Module 1 discussion topic (*MO 1-4* ). ***50 points***    **Total Points 75** |
| **Module 2: Ethics, Law, and Advocacy** | | |
| 1. Examine ethics and ethical dilemmas in nursing. *(CO 1,8)*  2. Describe the major ethical frameworks and ethical principles which guide nurse managers. *(CO 2)*  3. Analyze the legal issues which impact health care delivery. *(CO 4,8)*  4. Evaluate leadership roles and management functions associated with advocacy. *(CO 2,4,8)*  5. Determine your clinical mentor and summarize your plan for the clinical project. | 1. Read chapters 4, 5, 6 in your text and additional required readings *(MO 1-4)*.  2. Review all supplemental materials in Canvas *(MO 1-4)*.  3. Complete the post module quiz for this module *(MO 3).*  4. Participate in Module 2 discussion *(MO 3,4).*  5. Complete the Module 2 research article assignment *(MO 1-4)*.  6. Complete the clinical mentor plan assignment *(MO 5)*. | 1. Complete the post module quiz for this module (*MO 2,3*). ***25 points***  2. Discussion: Participate in the Module 2 discussion topic (*MO 3,4*). ***50 points***  3. Complete Module 2 research article review assignment: (*MO 1-4*) ***100 points***  4. Complete the Clinical Mentor Plan *(MO 5)*. ***50 points***  **Total Points 225** |
| **Course Objectives (CO)** | **Module Objectives (MO)** | **Module Learning Activities** | **Module Evaluation Methods** |
| **Module 3: Organizational Planning and Structure** | | |
| 1. Analyze theories and concepts related to leadership and management in the nursing practice. *(POL 2,3 )*  2. Apply professional codes of ethics as frameworks for leadership and management. *(POL 1,4,5)*  3. Describe the impact of organizational structure and patient care delivery strategies on health care delivery. *(POL 2,3,4)*  4. Analyze the political, economic, social, and cultural factors that affect health care delivery in an organization. *(POL 1-5 )*  5. Discuss the attributes that are necessary for effective leadership in nursing. *(POL 1,3,5,6,7 )*  6. Relate principles of communication, change, motivation, performance appraisal, power, and negotiation to the management/leadership role. *(POL 1,2,3,7)*  7. Utilize group process and team building skills, professional and organizational standards, and current research in the beginning leadership role. *(POL 4,5,6)*  8. Analyze selected legal and ethical issues that impact health care delivery systems. *(POL 1,3)*  9. Identify criteria used in various staffing patterns. *(POL 1,4)*  10. Discuss issues in managing costs and budgeting of health care delivery. *(POL 3,7)*  11. Discuss components of quality improvement/quality management, case management, and evidence based practice as they relate to the delivery of quality patient care. *(POL 2,6)* | 1. Analyze the social, cultural, and political forces which can affect health care organizations. *(CO 4)*  2. Examine strategies to manage organizational changes. *(CO 3,6,7)*  3. Identify the major types of budgets and the fiscal planning factors for leadership roles and management functions. *(CO 10)*  4. Discuss the components of organizational planning and structure. *(CO 3,11)*  5. Explore the role of power in the nursing profession. *(CO 1,5)* | 1. Read chapters 7,8,10,12,13 in your text and any additional required readings *(MO 1-5)*.  2. Review all supplemental materials in Canvas *(MO 1-5)*.  3. Complete the Module 3 post module quizzes *(MO 1,3,4).*  3. Participate in Module 3 discussion *(MO 5)*. | 1. Complete the two (2) post module quizzes for this module (*MO 1,3,4*). ***25 points each- total 50 points***  2. Discussion: Participate in the Module 3 discussion topics (*MO 5*). ***50 points***  **Total Points 100** |
| **Course Objectives (CO)** | **Module Objectives (MO)** | **Module Learning Activities** | **Module Evaluation Methods** |
| **Module 4:** | | |
| 1. Analyze theories and concepts related to leadership and management in the nursing practice. *(POL 2,3 )*  2. Apply professional codes of ethics as frameworks for leadership and management. *(POL 1,4,5)*  3. Describe the impact of organizational structure and patient care delivery strategies on health care delivery. *(POL 2,3,4)*  4. Analyze the political, economic, social, and cultural factors that affect health care delivery in an organization. *(POL 1-5 )*  5. Discuss the attributes that are necessary for effective leadership in nursing. *(POL 1,3,5,6,7 )*  6. Relate principles of communication, change, motivation, performance appraisal, power, and negotiation to the management/leadership role. *(POL 1,2,3,7)*  7. Utilize group process and team building skills, professional and organizational standards, and current research in the beginning leadership role. *(POL 4,5,6)*  8. Analyze selected legal and ethical issues that impact health care delivery systems. *(POL 1,3)*  9. Identify criteria used in various staffing patterns. *(POL 1,4)*  10. Discuss issues in managing costs and budgeting of health care delivery. *(POL 3,7)*  11. Discuss components of quality improvement/quality management, case management, and evidence based practice as they relate to the delivery of quality patient care. *(POL 2,6)* |  |  |  |
| **Module 5** | | |
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