

SYLLABUS PART I
EDISON STATE COMMUNITY COLLEGE
NUR 460S LEADERSHIP IN NURSING
4 CREDIT HOURS

COURSE DESCRIPTION

Focuses on the knowledge, skills, and attitudes needed to practice evidence-based, client-centered nursing. Competency areas include demonstrating knowledge skills in concepts related to leadership, teamwork, collaboration, and delegation. Prerequisite: Department acceptance into the RN-BSN program is required.

COURSE GOALS

The student will:

Bloom's Level		Program Outcomes
3	1. Demonstrate responsibility for ongoing professional development, including exploration of role diversification and life-long learning.	1
3	2. Demonstrate values based on legal, moral, ethical, and historical aspects of professional nursing practice responding to global health needs.	1
5	3. Integrate concepts of leadership within the culture of the healthcare organization to coordinate quality client-centered care.	2
4	4. Synthesize professional skills, knowledge, and attitudes when applying the nursing process to provide safe, holistic, evidence-based, client-centered care.	2
3	5. Integrate theory and research knowledge in the formulation, implementation, and evaluation of nursing leadership/management actions in various practice settings.	3
3	6. Work in partnership with the healthcare team to optimize client outcomes that reflect advocacy and human caring for diverse populations across the lifespan.	4
3	7. Utilize contemporary practice technologies, information systems, and communication devices that support the delivery of safe nursing practice.	5

CORE VALUES

The Core Values are a set of principles that guide in creating educational programs and environments at Edison State. They include communication, ethics, critical thinking, human diversity, inquiry/respect for learning, and interpersonal skills/teamwork. The goals, objectives, and activities in this course will introduce/reinforce these Core Values whenever appropriate.

TOPIC OUTLINE

1. Decision making, problem solving, critical thinking, and clinical reasoning as requisites for successful leadership and management
2. Classical views of leadership and management
3. Twenty-first century thinking about leadership and management
4. Ethical issues
5. Legal and legislative issues
6. Client, subordinate, workplace, and professional advocacy
7. Organizational planning
8. Planned change
9. Time management
10. Fiscal planning and health care reimbursement
11. Career planning and development in nursing
12. Organizational structure

13. Organizational, political, and personal power
14. Client care organization
15. Employee recruitment, selection, placement, and onboarding
16. Education and socialization of staff in a learning organization
17. Staffing needs and scheduling policies
18. Creation of a motivating climate
19. Organizational, interpersonal, and group communication in team building
20. Delegation
21. Conflict, workplace violence, and negotiation
22. Collective bargaining, unionization, and employment laws
23. Quality control in creating a culture of client safety
24. Performance appraisal
25. Problem employees: rule breakers, marginal employees, and those with substance use disorder