

# Syllabus for HWM460

## Leadership and Change Management in Health

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**NOTE:** This syllabus document contains the basic information of this course. The most current syllabus is available in the full course.

### Course Description

This course will examine the various leadership and management styles, including business models of leadership. Organizational behavior, decision-making, and attributes of effective leadership will be reviewed in this course. Understanding the impact of changes in healthcare, wellness and fitness programs on various organizations is an objective of this course.

### Prerequisite(s)

HWM 315 Workplace Wellness Program Management

### Course Outcomes

Upon completing this course, you will be able to do the following:

- Acquire concepts of the basic variations found in leadership/management philosophies, styles, and be able to compare and contrast the advantages and disadvantages of various styles.
- Examine the basic business leadership competency model as it relates to health care and health promotion programming.
- Understand fundamentals of budgeting, analysis, and implementation for wellness/fitness programs in the workplace.
- Identify effective strategies for implementing change in an organization.
- Create a leadership philosophy based on your understanding of characteristics of effective leaders aligned with the business leadership competency model.

### Course Requirements/Components

#### Readings:

Each lesson covers one or two chapters in the textbook. Check each lesson for your reading in the textbook.

#### Case Studies

The text has case studies at the end of the chapters to help readers understand the application of content found in each chapter. Choose a case study from each chapter and complete the questions provided at the end of the case study. The

last question for each case study is the self-reflection question, “What did I learn from this exercise?”. You will also grade yourself out of 5 points based on the case study rubric found in the assignment upload area. Your completed case study should be submitted in the assignment area for each chapter. The instructor will grade your work/reflection for 5 points each week (10 total points weekly for each week a case study is required).

### **Class Assignments**

In lessons 3 and 11, you will be completing short assignments to help you connect to and apply the content for that week. Specific instructions and grading rubrics can be found in the lesson. Each assignment is worth 20 points.

### **Interview Assignment**

The purpose of this interview assignment is to gain some understanding about leadership in current health/wellness programs and program changes in the workplace. Your objective is to find a manager/leader in an organization that provides full-time job opportunities with healthcare benefits for employees, and interview that person concerning current changes in health care/wellness initiatives in his or her organization. Specific instructions and a grading rubric can be found in lesson 7.

### **Philosophy of Leadership**

At the end of the semester, you will be writing your philosophy of leadership/management for implementing healthcare/wellness initiatives in the workplace. Included in this paper should be your definition of leadership and your philosophy. The philosophy should reflect 3 to 5 sound philosophical ideas that you have acquired from your experience, including your experience in this course. Specific instructions and a grading rubric can be found in lesson 15.

### **Compare/Contrast Paper**

For this assignment, you will choose two leadership styles that interest you and write a 4- to 5-page paper comparing and contrasting the strengths and criticisms of each style relating to implementation of health/wellness programs in an organization of your choice. The text/content for this course can be used for references in this paper. Include a Venn diagram to outline the main ideas of the paper. Specific instructions and a grading rubric can be found in lesson 15.

### **Discussion Posts**

#### **Leadership Instruments (choose 6)**

At the end of each chapter in the Northouse text you will find leadership instruments, that is, research instruments that have been developed to identify and give value to the leadership approach/style being reviewed. Your assignment is to complete at least six of these instruments and post them on the discussion board for that chapter. Six posts is a minimum requirement for the course. For each instrument, you should find the appropriate score and answer/reflect on

leadership instrument questions found in the leadership instrument grading rubric. The rubric can be found in every leadership instrument discussion post. Each post is worth 10 points.

### **Class Discussions (4 throughout semester)**

In lessons 1, 5, 9, and 13, you will be completing a discussion post to help you connect to and apply the content for that lesson. Specific instructions and grading rubrics are found in each lesson. Each discussion is worth 10 points.

## **Grading**

The following grading scale will be used to evaluate all course requirements and to determine your final grade:

<b>Activity</b>	<b>Weights</b>
Interview, Compare/Contrast Paper, and Philosophy Assignments	165 points
Class assignments (2 @ 20 points each)	40 points
Class Discussions (4 @ 10 points each)	40 points
Leadership Instruments (6 @ 10 points each)	60 points
Case Studies (13 @ 10 points each)	130 points
<b>Total</b>	<b>435 points</b>

\*\* If you turn in assignments or participate in discussion late during the week, points will be deducted.

### **Grading Scale:**

A 90-100%

B 80-89%

C 70-79%

D 60-69%

F At or below 59%