Syllabus for HCA 770 Organization Development & Strategic Leadership in Healthcare

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 is focused on organization development and leadership theories, including the self-discovery of leadership potential and change leadership strategies applied within healthcare organizations. As a blend of theory and application, the course is designed for you to work toward identifying and implementing broad-scale organizational change while employing strategic leadership practices.

Prerequisite(s)

HCA 730
HCA 740
HCA 750

Course Outcomes

Upon completing this course, you will be able to do the following:
- Explore leadership practices required in health care service organizations.
- Apply principles of emotional intelligence (EI) working with others.
- Explore leadership skills, strengths & personal competencies using well-known inventories.
- Investigate the role teams and team-building plays in organizations.
- Develop a professional leadership development plan.
- Develop leadership proficiency by using 360 peer feedback for professional improvement.
- Consider ethical issues and the role dynamic leaders play in resolving them.
- Consider impacts of political, legal and social issues on healthcare organizations & operations.
- Contemplate organizational behavior while developing plans for change management using innovation strategies (B.6) tool: group project.
- Develop plans for reducing costs, improving Quality of Care (QoC) and healthcare access
- Analyze social & environmental determinants of health, population health management/medicine and healthcare delivery in rural vs urban settings.

Course Requirements/Components

Active Participation in Discussion threads
You will be expected to participate in online discussions in a thoughtful manner. The 'quality' and value of your posts is important and your evaluation will reflect both quantity and quality. (See discussion guideline).

Assignments
It will be expected you are keeping up with all assigned work, including working within assigned teams and dyads.

Final Comprehensive Leadership/Management Development Plan
Your work will be assessed based on clarity of thought, knowledge level displayed, thoroughness, justification/rationale of ideas, and evidence of good practical application.

Feedback Provided to Other Peers
The quality of your feedback, sincerity, thoroughness and coaching approach will be critical to the grade for this component.

Analytic Writing: Your writing is expected to be at graduate level, including conciseness, flow of ideas, grammar & punctuation. Works are expected to be evidence based, including appropriate scientific literature to support claims and concepts. See evaluation rubric.

Grading

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

Grade	Percentage Range
A	94% - 100%
A-	92% - 93.99%
B+	89%-91.99%
B	85%-88.99%
B-	83%-85.99%
C+	81%-82.99%
C	75%-80.99%
C-	70%-74.99%
D	65%-69.99%
F	Below 64.99%

Assignment	Percentage
Leadership Assessment Results	10%
Discussions	10%
Revised Professional Resume	5%
Leadership Philosophy	10%
Peer 360 Feedback & Handling Conflict	5%
Ethical Scenarios	5%
Professional Development Plan	10%
Group Work: Systems Case Study Analysis & Action Plan	30%
Final Organizational Development Proposal	15%
Total	**100%**