Nursing Leadership Block – General Course Description

NSG 460: Leadership Theory (3 hours)
This course explores nursing leadership concepts such as:
- Understanding of nursing management and organizations (changes in health care; organizational theories; organizational structure; Magnet®; health care delivery; leadership theories; initiating/implementing change; quality; power and politics
- Key skills in nursing management (critical thinking; communication; delegation; teams; conflict; time management
- Managing fiscal resources (budget; future trends; recruiting and selecting staff; staffing and scheduling; motivating and developing staff; evaluating staff performance; coaching, disciplining and terminating staff; reducing turnover, retaining staff; managing absenteeism and other staff problems; preventing workplace violence; handling collective bargaining issues; managing stress; career advancement

NSG 483: Leadership Practicum (2 hours)
The student will complete a practicum in a clinical setting with a BSN prepared RN in a leadership role, such as nurse manager or other nurse leader. The student completes 60 clinical hours in the clinical setting with the preceptor focusing upon the leadership role. The focus is upon leadership objectives such as:
- Identify ways in which the culture, structure, and systems of health care organizations influence nursing leaders and the goals within the organization.
- Analyze the role and functions of the nurse leader/manager and members of the interdisciplinary team in the delivery of patient care.
- Describe the effective patterns of communication used by a nursing leader/manager in conflict resolution in the healthcare environment.
- Analyze approaches of teamwork and collaboration presented by nursing leaders/managers in the healthcare environment as they relate to solving problems for positive outcomes.

NSG 484: Leadership Intervention Project (Professional Synthesis Project) (1 hour)
This course focuses upon a leadership project that is discussed with the preceptor and completed during the semester. Previous projects include: creating a brochure, seeking evidence-based information about a needed topic, developing a PowerPoint to help with education about a topic, and participating in policy revision, participating in role description revision, etcetera. Project presentation can be in the form of the actual brochure, PowerPoint, or a paper about the process. The project is related to leadership and supported by professional references. This course is classified by the University as a service learning project. The student will document 30 non-clinical hours spent completing the project.