

**MONTANA STATE UNIVERSITY
COLLEGE OF NURSING
Master Resource Outline**

NRSNG 487: Nursing Leadership and Management Development
Credits: 6 (3 lecture; 3 clinical laboratory)
Semester Offered: F, Sp
Prerequisites: NRSNG 437, NRSNG 444, and NRSNG 454

Course Description: The focus of this course is to provide an integration of theory and skill development in leadership, management and organizational concepts for the design, coordination, and management of health care using the community based philosophy.

Course Objectives: The student will:

1. Analyze and apply leadership, management and change theories in nursing practice. (T 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11)
2. Evaluate appropriate data and information systems to support decision making and the improvement of health care delivery. (T1, 2, 3, 4, 5, 7, 9, 10)
3. Coordinate care, organize, manage, and evaluate the functioning of a health care team or unit. (T1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11)
4. Evaluate evidence-based practice to support the outcomes of quality nursing care and patient safety. (T1, 2, 3, 4, 5, 6, 7, 8, 9, 11)
5. Analyze budget and fiscal management issues in relation to management of patient care. (T4, 5, 7, 9)
6. Compare and contrast the delegation and supervision of nursing care and patient outcomes. (T1, 2, 3, 4, 6, 7, 8, 9, 11)
7. Analyze and evaluate interdisciplinary models of care delivery and case management. (T1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11)
8. Examine and relate policy development and the management of care. (T1, 2, 3, 4, 5, 6, 7, 9, 10)
9. Manage and prioritize the direct care of clients. (To be inserted between current #8 and the final professional behavior objective)
10. Demonstrate behaviors that are congruent with the MSU Code of Conduct, CON Student Handbook, ANA Code of Ethics, Scope and Standards of Practice and Social Policy Statement in all class related interactions. (T3, 6, 8, 9, 10, 11)

Recommended Content and Concepts:

1. Theoretical Framework of Leadership and Management Theories
 - Leadership theories
 - Management theories
 - Change theories
 - Organizational theories
 - Differentiation between leadership and management

2. Leadership processes
 - vision/creativity
 - stewardship
 - mentoring
 - conflict resolution
 - empowerment
 - communication skills-group processes
 - informatics

3. Management processes
 - planning/decision making
 - organizing
 - directing
 - monitoring-quality improvement
 - evaluating
 - budgeting
 - human resource management

4. Organizing Care
 - time management
 - care delivery systems
 - delegation
 - prioritization
 - team leading
 - EBP
 - QSEN

5. Patient Safety
 - Quality improvement
 - Risk management
 - Audits
 - Analyzing nurse sensitive outcomes

Suggested Student Learning Activities

Class/Group Discussions
Readings
Clinical experiences
Case studies
Evidence-Based/Problem Solving Paper
Healthy Work Environment discussions
Student Presentations
Role Play
Computer Simulation

Approved by UAAC: May, 2017
Approved by Faculty: May, 2017