MONTANA STATE UNIVERSITY - BOZEMAN
COLLEGE OF NURSING
Master Resource Outline

N485: Nursing Leadership and Management
Credits: 6 (3 lecture; 3 clinical lab)
Semester offered: F, Sp
Prerequisite: N437; N454; N445

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
1. Apply leadership, management and change theories in nursing practice.
2. Differentiate between professional nursing leadership and management.
3. Organize, manage, and evaluate the functioning of a health care team or unit.
4. Use appropriate evaluation methods to analyze the outcomes and quality of nursing care.
5. Analyze budget and fiscal management issues in relation to management of client care.
6. Delegate and supervise the nursing care given by others while retaining the accountability for quality client care.
7. Coordinate the health care of individuals across the lifespan using a community based philosophy and principles and knowledge of interdisciplinary models of care delivery and case management.
8. Analyze the relationships between policy and program development and the management of care.
9. Demonstrate responsibility and accountability reflecting professional values.

Recommended Course Content
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
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

Approved by Faculty August 2002
Updated November 14, 2005