

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; N444

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 knowledge of interdisciplinary models of care delivery and case management.
8. Examine 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

Examples of Learning Activities:

Class/Group Discussions  
Readings  
Clinical experiences  
Case Studies  
Evidenced Based/ Problem Solving Paper  
Student Presentations  
Role Play  
Computer Simulation.

Approved by Faculty August 2002  
Updated November 14, 2005  
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