Miami Dade College

Course Description
HSC3701 | Leadership and Management in Healthcare | 3.00 credits
This is a leadership and management course that will examine leadership as a process with a tri-fold focus: the leader, the followers, and the situation. The student will learn leadership theories and build leadership skills.

Course Competencies:
Competency 1: The student will be able to develop an understanding of leadership theory by:
1. Distinguishing between leadership as a process, not a person or position
2. Building a framework for analyzing leaders, followers, situations, and experiences of the past
3. Describing how leadership perception, reflection, action, and development build leadership
4. Comparing and contrasting the different contingency theories of leadership
5. Discussing ethics and values, gender stereotyping, and leading across cultures

Competency 2: The student will be able to become knowledgeable of individual, group, and organizational behavior that leaders bring to effective organizations by:
1. Assessing leadership through best practices
2. Comparing and contrasting sources of leader power and influence tactics
3. Analyzing the various characteristics of different leadership situations
4. Discussing the leadership of groups and teams
5. Analyzing the impact of personality traits, personality types, and intelligence on leadership

Competency 3: The student will be able to understand leadership and its relationship to organizational change by:
1. Discuss the relationship between leadership theories/models and organizational change
2. Assessing the extent to which an organization is change-ready
3. Illustrating the components of a leadership change plan
4. Identifying obstacles to change and overcoming these obstacles
5. Examining multiple ways to motivate people to change
6. Writing a vision with all stakeholders involved
7. Discuss how leaders have been successful at change using case studies
8. Selecting appropriate criteria for assessing all aspects of a change project

Competency 4: The student will be able to learn to manage individual and group behaviors in improving organizational productivity and performance by:
1. Analyzing and discussing the basic concepts of organizational behavior and development
2. Explaining the fundamental theories of organizational behavior
3. Analyzing and discussing behavioral models of communication, motivation, organizational learning, and leadership development
4. Analyzing his/her leadership/management style
5. Listing and discussing the fundamentals of organizational change and the available strategies for change

Learning Outcomes:
- Communicate effectively using listening, speaking, reading, and writing skills
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information
- Demonstrate knowledge of diverse cultures, including global and historical perspectives
- Create strategies that can be used to fulfill personal, civic, and social responsibilities