

**University of Arkansas - Fort Smith**  
**5210 Grand Avenue**  
**P. O. Box 3649**  
**Fort Smith, AR 72913-3649**  
**479-788-7000**

## **General Syllabus**

### **MHCA 5613 Leadership and Managing Healthcare Organizations**

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisites: MHCA 5033 Healthcare Law and Ethics, MHCA 5043 Research in Healthcare Administration, MHCA 5053 Fundamentals of Financial Management in Healthcare

Effective Catalog: 2017-2018

#### **I. Course Information**

##### **A. Catalog Description**

Expounds on the importance of transformational leadership and evidence-based management within healthcare. Focuses on necessary competencies for exceptional healthcare leaders and examines best practices that lead to high performance within healthcare organizations under health reform.

##### **B. Additional Information**

Serves as an intermediate core course for students.

#### **II. Student Learning Outcomes**

##### **A. Subject Matter**

Upon successful completion of this course, the student will be able to:

1. Demonstrate basic familiarity with concepts related to leadership and management.
2. Evaluate the uniqueness of processes and interactions in healthcare organization related to leadership, management, and policy.
3. Compare and contrast the different roles and specific challenges for leadership and managing healthcare organizations.
4. Assess the core competencies required of healthcare executives

##### **B. Program Learning Outcomes**

This graduate course enhances student abilities in the following areas:

- Goal: Leadership - Demonstrate transformational leadership that inspires individual, team, and organizational excellence.
- a. Objective: Assess the organizational climate and culture, including corporate values, business processes and impact of systems on operations.
  - b. Objective: Demonstrate understanding the role of vision in moving healthcare organizations forward.
  - c. Objective: Promote and manage change through systems thinking and continuous organizational learning/improvement.
  - d. Objective: Promote sensitivity to diversity and cultural competence, internally and externally.
2. Goal: Professionalism and Ethics - Practice professionalism and ethical behavior through personal and professional accountability, employ a service orientation, and display a commitment to lifelong learning and improvement.
- a. Objective: Promote professional roles, responsibility and accountability for self and others.
  - b. Objective: Uphold and act upon ethical and professional standards, including ethical business principles.
  - c. Objective: Demonstrates emotional intelligence through intrapersonal and interpersonal skills.

### **III. Major Course Topics**

- A. Transformational leadership
- B. Self-assessment using the ACHE Healthcare Executive Competencies Assessment Tool
- C. Putting leadership competencies to work
- D. Leadership activities required to create well-managed healthcare organizations
- E. Foundations of high-performing healthcare organizations
- F. Clinical and support teams in healthcare
- G. Logistic and strategic support services in healthcare