

## Liverpool John Moores University

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Title: ADVANCING LEADERSHIP FOR EFFECTIVE  
MANAGEMENT  
Status: Definitive  
Code: **7506SACADV** (110227)  
Version Start Date: 01-08-2014

Owning School/Faculty: Nursing and Allied Health  
Teaching School/Faculty: MAHSA College

Team	Leader
Sally Sprung	Y
Graeme Mitchell	

**Academic Level:** FHEQ7      **Credit Value:** 20.00      **Total Delivered Hours:** 188.00  
**Total Learning Hours:** 200      **Private Study:** 12

### Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	20.000
Online	154.000
Seminar	2.000
Tutorial	2.000
Workshop	10.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Coursework: 100% Proposal and Action Plan for work based change - 5000 words	100.0	

### Aims

*To facilitate the development of leadership skills and develop an understanding of the importance of applying sound management principles for the delivery of care*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Critically appraise the application of management principles and leadership roles to the planning & delivery of care.
- 2 Critically analyse the personal qualities in relation to management & leadership roles
- 3 Critically analyse the developments in health & social policy and their effects on the wider health & social care environment
- 4 Critically analyse organisational structures and evaluate how effective leadership and management can influence the functioning of healthcare organisations
- 5 Demonstrate how techniques of human resource management can be applied within the team
- 6 Critically appraise and apply management and leadership theories to changes in practice

## **Learning Outcomes of Assessments**

The assessment item list is assessed via the learning outcomes listed:

Proposal & Action Plan	1	2	3	4	5	6
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## **Outline Syllabus**

*The main topics will be on the following themes:*

*Healthcare management and the management cycle: Relationship to process in a care setting and scientific process. Brief history of management theory: scientific management, human relations school, mixed approaches, modern theories. Leadership competencies and effective Leadership behaviours*

*Tools for Leadership and management in a health setting: - Problem solving and decision making, Workload Planning and allocation, Performance management, supervision, delegation, PDR, Management by objectives (dealing with poor performance)*

*Leading and managing processes:- Health & social policy; Innovations and development; Organisational aims, goals, philosophies, and missions; Governance agenda, Professional and legal accountability.*

*Effective and strategic influencing:- Organisational culture and complexity; Conflict management, negotiation and assertive skills. Organisational Change, models of change and the role of the change agent*

## Learning Activities

The module learning objectives will be achieved through the use of Key note lectures, work shops, seminars, problem solving activities which is particularly relevant to explore complex organisational problems.

The learning method draws upon the existing skills and knowledge in the group to achieve the learning outcomes while addressing real issues brought by module participants. During the workshops the group members share experiences to discuss project issues and identify actions for further development and resolving the issues. The learning needs identified by the students will also be addressed through resource sessions and group work.

The members are encouraged to generate discussions and share academic information through presentations and the use of black board.

## References

<b>Course Material</b>	Book
<b>Author</b>	Mullins,L
<b>Publishing Year</b>	2005
<b>Title</b>	Organisational behaviour
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Finkelman,A
<b>Publishing Year</b>	2006
<b>Title</b>	Leadership and Management in nursing
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Hawkins E
<b>Publishing Year</b>	2002
<b>Title</b>	Managaing and leading innovation in healthcare
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Balliere Tindall
<b>ISBN</b>	

<b>Course Material</b>	Book
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<b>Author</b>	Belbin R
<b>Publishing Year</b>	2003
<b>Title</b>	Management teams why they succeed or fail
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Heinemann
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Jasper M
<b>Publishing Year</b>	2005
<b>Title</b>	Effective Healthcare Leadership
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Blackwell
<b>ISBN</b>	

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## Notes

This module explores the underpinning principles of leadership & management in a healthcare setting. It provides the student with an opportunity to visit modern approaches to organisational analysis and management and apply those to local situations.