Iran University of Medical Sciences

Deputy of Education
Center for Studies and Development of Medical Education
Educational Planning Unit

Framework for Designing "Theoretical Course Plan"

Course Information : Modern Management and Leadership Theories in Nursing

Educational Group Offering the Course: Nursing Management
Course Title: Modern Management and Leadership Theories in Nursing
Type and Number of Credits: 1.5 Course Units
Course Instructor: Dr. Marzieh Adel Mehraban
Responsible Instructors: Dr. Marzieh Adel Mehraban
Prerequisite / Corequisite:
Field and Degree: Master of Nursing Management

Course Instructor Information:

Academic Rank: Associate Professor
Specialty Field: Nursing Management
Office: Faculty of Nursing and Midwifery - 9th Half-Floor, Room 904
Phone: 43651806
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Course Description:

Familiarizing students with the principles, concepts, and theories of management and leadership in nursing; gaining knowledge about modern management and leadership theories and principles; and understanding healthcare organizations to apply modern management and leadership principles within them.

Overall Goals / Competency:

In this course, first, the organization and characteristics of healthcare organizations as a system are discussed, the duties of managers and their decision-making in the health system, and a review of the concepts and main stages of the management process are covered. Then, new theories in management will be introduced and discussed. Under these topics, budgeting, organizational communication, supervision, and guidance in nursing will also be addressed. Subsequently, modern theories in management and leadership, and leadership styles are introduced, and their application in nursing management is discussed.

Specific Objectives / Sub-axes of Each Competency (Core Competency):

Upon completion of this course, the learner is expected to:

1. Identify and describe the characteristics of healthcare organizations as a system (Cognitive)
2. State the duties of managers in the health system and in nursing services (Cognitive)
3. Define a summary of the management process (Cognitive)

4. Explain the planning process and its main components (Cognitive).
5. State the budget, its principles, budgeting, and financial management in the nursing unit (Cognitive)
6. Describe organizational structures and organizing in nursing (Cognitive).
7. State organizational communication, its barriers, and facilitators (Cognitive).
8. Explain decision-making and its process in healthcare organizations as a system (Cognitive)
9. State modern management theories and their application in nursing, and describe their distinctions (Cognitive)
10. Explain guidance, coordination, and clinical supervision, and describe its tools (Cognitive)
11. State leadership and its distinction from management (Cognitive).
12. Explain leadership theories and styles and their application in nursing (Cognitive).
13. Categorize and state modern theories in leadership (Cognitive).
14. Develop a new perspective by adapting modern management and leadership theories to nursing management (Affective)
15. Fulfill their responsibility regarding the timely submission of assignments and related duties with active participation in class (Affective)

Educational Approach:

□Virtual □In-person *□Blended

Teaching-Learning Methods Considering the Chosen Educational Approach:

Virtual Approach

*□ Flipped Classroom

*□ Digital Game-Based Learning

□* Interactive Electronic Content-Based Learning

□* Problem-Based Learning (PBL)

□ Other – Specify

In-person Approach

□*Flipped Classroom

□ *Interactive Lecture (Q&A, Quiz, Group Discussion, etc.)

□* Discussion in Small Groups

□ *Team-Based Learning (TBL)

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□* Problem-Based Learning (PBL)

□*Scenario-Based Learning

□ Use of Students in Teaching (Peer Teaching)

□ Game-Based Learning □Other - Specify

Blended Approach

A combination of methods from the virtual and in-person educational approaches will be used: Problem-Based Learning (PBL) in class and on the SAMAA Live platform / Skype software - Interactive Lecture (Q&A, Group Discussion) - Flipped Learning and Use of Students in Teaching (Peer Teaching)

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Schedule Modern Management and Leadership Theories in Nursing

Tuesdays 8-10

Session ۱.	Topic	Teacher
2.	Introduction to the course plan and objectives, duties and levels of management, overview of the management process, management theories	Dr Adel-Mehraban
3.	management theories (continue)	Dr Adel-Mehraban
4.	Management, leadership and the distinction between these two concepts, leadership	Dr Adel-Mehraban
5.	Modern leadership theories: Pragmatic leaders - Transformational leaders, spiritual and ethical leadership	Dr Adel-Mehraban
6.	Leadership styles, emotional intelligence theory and application in management and leadership	Dr Adel-Mehraban
7.	Planning	Dr Adel-Mehraban
8.	Appraisal performance	Dr Adel-Mehraban
9.	Directing and coordinating	Dr Adel-Mehraban
10.	financial management, budgeting process	Dr Adel-Mehraban
11.	Control and clinical supervision	Dr Adel-Mehraban
12.	concept of power and delegation	Dr Adel-Mehraban
13.	Evaluation	

Student Duties and Expectations:

- Attend online/in-person classes regularly, without delay or absence.
- Take responsibility for their own learning and enhance their knowledge through library studies.
- Based on the course schedule, acquire the necessary theoretical preparation for class attendance and participation in discussions.
- Actively participate in class discussions and group discussions.
- Prepare and submit their assignments on time using valid and up-to-date scientific resources (books, articles, and research findings).

Student Assessment Methods:

- Formative Assessment: 40% including oral assessment through Q&A, level of participation and active presence in class, quality of resources used in preparing class presentations.
- Summative Assessment: 60% of the total grade including final assessment with a written end-of-term exam (multiple-choice and short analytical descriptive questions based on reasoning).

Assessment Method	Score out of100
| Class attendance, Studying material before class. Ability to answer questions in the session. Presenting material to the instructor and peers. Active participation in class discussions, forums, and chat rooms.	20
Presentation: Using at least 6 up-to-date and valid articles (3 of which must be international articles) and books or websites related to the course topics, prepare a topic related to the course subjects by the student and present it in the relevant session. The prepared material must be approved by the instructor days before the presentation .	20
Final assessment with a written end-of-term exam (multiple-choice and short analytical descriptive questions based on reasoning).	60

Score	Presentation Evaluation Criteria
3 3 2	Punctuality and timely submission Content relevance to the topic, resources used to consider referencing principles number of resources (minimum 6 up-to-date resources from the last 5 years
10	Total written presentation score
	Oral Presentation Evaluation Criteria
5 5	| Preparedness, fluent and confident presentation, use of audiovisual tools, PowerPoint, pamphlets, and time management Motivating listeners to ask questions, preventing monotony and boredom, and ability to manage the class
20	**Total**

If you need guidance or counseling, please contact Dr. Adel Mehraban on the 9th half-floor, room 904, internal phone number 806, or via the provided email adel.m@iums.ac.ir

References:

1. Finkelman, Anita Ward (2017). *Leadership and management for nurses*. 3th Ed. USA: Pearson Education, Inc.
2. Gopee N. Galloway J. (2017) leadership and management in health care. (3th. Ed). New Delhi. SAGE publishing Ltd.
3. Huber, Diane. (2017) *Leadership and nursing care management*. 6th Ed. Elsevier, USA.
4. Kelly, P. Tazbir, *J. (2013) Essentials of Nursing Leadership & Management*. 3rd New York: Delmar.
5. Marquis, B. L., Hustone, C.J. (2017) *Leadership roles and management functions in nursig*. 9th Ed
6. Murray, Elizabeth J., (2017). *Nursing Leadership and Management*. Philadelphia: F.A. Davis Company.

7. Sullivan, E.J. (2017) *Effective Leadership and Management in Nursing.* 9th Ed. New York: Pearson Education International.
8. Swansburg, R.J., Swansburg, R.C. (2010*) Introduction to management and leadership for nurse managers*. 4th Ed. Jones and Bartlett Publishers, USA.
9. Tomey, A.M (2008) *Guide to nursing management and leadership*. 8th Ed. Mosby, USA.
10. Yoder-Wise Patricia S. (2015) *Leading and Managing in Nursing*. 6th Ed. St. Louis, Missouri: Mosby, an imprint of Elsevier Inc.

- Http: //JCA HO. Org/accredited + organization
- http://www.inlm.org/inmdl/
- http://diglib.tums.ac.ir/ (Ovid, proquest, Elsevier, pub med, nursing index, web of science)
- http://www.nursingcenter.com/library/index.asp#journals
- journal of Nursing management: http://onlinelibrary.wiley.com/journal/
- JONA (Journal of Nursing Administration): http://journals.lww.com/jonajournal/

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