

Course ID	Course Description	Course Objectives
<p>EMMM 6110-40 <b>Medicine and Management</b></p>	<p>EMMM 611 Medicine and Management is designed to facilitate the shift of the clinician executive's thinking along the continuum of individual-to-organizational perspective, which is necessary for the transition from effective clinician to effective manager and leader. The course is structured to support personal transformation of professional and personal approach to management and leadership.</p> <p>This three credit hour course examines the concepts and principles of management as applied to the clinician executive's leadership role in a health care organization, from a personal change and cognitive development perspective. The course focuses on the physician leader's function including planning, organizing, leading, and controlling in health care organizations. Topics will include differences between clinical and managerial mindsets, implications of a systems approach to health care delivery, conceptualizing health care delivery organizations and markets, the clinician executive's place in the internal organizational culture, managing change, fostering quality, innovation, and organizational learning and the clinician executive's role in functional areas (marketing, finance, human resources, strategy) of a health care organization.</p>	<ol style="list-style-type: none"> <li>1. Apply the concept of the physician executive as an interface professional in the general systems approach to the organization</li> <li>2. Design a program of personal growth and development toward a leadership model</li> <li>3. Analyze the basic functions of management and their inter-relationships</li> <li>4. Incorporate the principle roles and skills of managers</li> <li>5. Determine an effective balance between clinical and managerial activities</li> <li>6. Evaluate the forces shaping the external environment of the health care industry and discuss their implications for management</li> <li>7. Recognize the principle manifestations and importance of organizational culture</li> <li>8. Describe the strategic management process, discuss its application in the health care industry, and identify potential sources of competitive advantage in health care delivery organizations</li> <li>9. Differentiate between organizational mission, vision, goals, and strategies.</li> <li>10. Evaluate the effect of a group's composition and structure on its decision making processes and its ability to manage organizational change</li> <li>11. Explain why innovation is important in health care institutions and describe ways in which innovation can be fostered</li> <li>12. Contrast the sources of power and illustrate how leaders can successfully use power</li> <li>13. Evaluate the importance of delegation as it relates to personal and professional development</li> <li>14. Describe the increasing importance of outcomes management in health care and discuss the unique role of the physician executive in this activity</li> <li>15. Design the key elements of a quality management process that leads to organizational learning</li> </ol>