

| Course ID | Course Description | Course Objectives |
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| <p>HSMG 6140 Leadership for Clinical Improvement</p> | <p>This three (3) credit course is open to all students who are seeking future opportunities in executive, managerial, public health or other health care leadership roles. The course offers students the knowledge, skills, and personal mastery tools, which are a prerequisite to assuming leadership positions in the delivery of health services that improve the health status of individuals and populations. Building on the perspective of clinical education and practice, the student begins his or her leadership journey, integrating and implementing the key structures and processes leading to clinical process improvement and the improvement of health outcomes. By grounding fundamental principles of organizational learning in experiential activities, this course enhances the student's mastery of the core competencies: setting direction, enrolling participation, quality measurement and improvement, personal and team learning, effective health care design, clinical change and organizational design.</p> | <ol style="list-style-type: none"> 1. Apply leadership skills through individual and group exercises 2. Design a program of personal growth and development toward a leadership model 3. Analyze the basic functions of management and their inter-relationships 4. Incorporate the principle roles and skills of managers 5. Determine an effective balance between clinical and managerial activities 6. Evaluate the forces shaping the external environment of the health care industry and discuss their implications for management 7. Recognize the principle manifestations and importance of organizational culture 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 9. Differentiate between organizational mission, vision, values, goals, and strategies. 10. Evaluate the effect of a group's composition and structure on its decision making processes and its ability to manage organizational change 11. Explain why innovation is important in health care institutions and describe ways in which innovation can be fostered 12. Contrast the sources of power and illustrate how leaders can successfully use power 13. Evaluate the importance of delegation as it relates to personal and professional development 14. Describe the increasing importance of outcomes management in health care and discuss the unique role of the physician executive in this activity 15. Design the key elements of a quality management process that leads to organizational learning |