

Syllabus for HWM 460

Leadership and Change Management in Health

IMPORTANT:

This course syllabus document contains basic information of each course. **Please refer to the content pages under the Course Information module on each course site for detailed guidelines, project information, rubrics, course/university policies, and other course-related information for each course.**

Instructor Information

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Course Description

This course will examine the various leadership and management styles, including business models of leadership. Organizational behavior, decision-making, and attributes of effective leadership will be reviewed in this course. Understanding the impact of changes in healthcare, wellness and fitness programs on various organizations is an objective of this course.

Prerequisite(s): HWM 315 Resource Management for Wellness Managers.

Course Learning Outcomes

Course Level Objectives

Objective	Artifact
1. Acquire concepts of the basic variations found in leadership/management philosophies, styles, and be able to compare and contrast the advantages and disadvantages of various styles.	Chapter assignments, compare/contrast paper
2. Examine the basic business leadership competency model as it relates to health care and health promotion programming.	Introduction, reflection, and philosophy paper
3. Understand fundamentals of budgeting, analysis, and implementation for wellness/fitness programs in the workplace.	Article reflections, interview, and philosophy paper
4. Identify effective strategies for implementing change in an organization.	Chapter assignments, interview, and philosophy paper
5. Create a leadership philosophy based on your understanding of characteristics of effective leaders aligned with the business leadership competency model.	Chapter assignments, article reflections, philosophy paper

HWM Program Outcomes

Objective	Artifact
Compare and contrast various management/leadership styles and organizational structures related to health/wellness programs.	Chapter assignments, article reflections, compare/contrast paper
Apply critical thinking, creative thinking, and ethical and socially responsible problem solving related to health and wellness in the workplace.	Interview assignment, compare/contrast paper, philosophy paper

HWM Student Learning Outcomes

Objectives	Artifacts
<p>Fundamental Health and Wellness Knowledge: Demonstrate familiarity with major concepts, theoretical perspectives, and historical trends in holistic wellness and wellness programming as a means of cultivating health and well-being of individuals, communities, organizations, societies, and environmental systems.</p>	Chapter assignments, article reflections, compare/contrast paper
<p>Policy Management: Evaluate health and wellness status of an organization and develop policies and practices that incorporate pertinent legislative issues, advocacy opportunities, communication, media management, and system issues.</p>	Interview assignment
<p>Policy Management: Demonstrate cross-functionality for guiding the development of employer policies and the design of health care benefits that positively impact health care costs.</p>	Interview assignment, article reflections
<p>Organizational Management: Assess organizational culture, including norms and values, with the intent of engaging management and leadership at multiple levels and building coalitions, collaborations, and consensus around an organization's vision and priorities while implementing state and national health and wellness agendas.</p>	Chapter assignments, article reflections, philosophy paper

Grading Policy

Interview, Compare/Contrast Paper, and Philosophy Assignments	165 points
Discussion Posts (Intro, Leadership Instruments, Assigned Articles, Choice Articles)	120 points
Case Studies	130 points
Total	415 points

Grading Scale:

A	90-100%
B	80-89%
C	70-79%
D	60-69%
F	59% and lower

Students must have a passing grade in each of the evaluation categories above to pass this course. To selectively choose to not participate or complete any of the assignments may result in failure of the course. The instructor reserves the right to change any and all components of this syllabus at any time.