



# Nursing (NURS) 432

## Management and Leadership in Nursing Practice (Revision 9)

**Status:** Replaced with new revision, see the **course listing** [↗](#) for the current revision **✖**

**Delivery mode:** Individualized study online [↗](#) with eText [↗](#)

**Credits:** 4

**Area of study:** Applied Study

**Prerequisites:** **NURS 328**; ENGL junior/senior (ENGL 255 recommended). Available only to Bachelor of Nursing students or with professor approval

**Precluded:** None

**Challenge:** NURS 432 is not available for challenge.

**Faculty:** Faculty of Health Disciplines [↗](#)

**Notes:**

Follow directions on the [**Undergraduate Course Registration** [↗](#)] form to register in the course. Online course materials cannot be accessed prior to your course contract start date.

## Overview

*Nursing 432: Management and Leadership in Nursing Practice* is an introduction to the theory and practice of nursing leadership and management. The emphasis is on understanding the key skills employed by highly successful nurse leaders/managers such as thinking critically, communicating effectively, handling conflict, delegating successfully, building teams, controlling resources, improving quality, managing stress, and leading change. In addition there is a unit dedicated to multiple aspects of managing human resources.

A special feature of NURS 432 is a practice component (a virtual preceptorship). The virtual preceptorship is designed to help students integrate knowledge about the activities, roles, and responsibilities of nurse managers/leaders and to enable students to practice conceptual, technical, and interpersonal management and leadership skills. The successful nurse leader/manager is a person of influence; thus “becoming influential” is the overarching theme of the preceptorship. The virtual preceptorship exercises embedded in the course provide opportunities for students to translate theory into practice and to build their capacity to influence.

## Outline

- Unit 1: Overview: Nursing Leadership and Management within Organizations



- Unit 2: Theories of Leadership and Management
- Unit 3: Key Skill: Thinking Critically, Making Decisions, Solving Problems
- Unit 4: Key Skill: Communicating Effectively
- Unit 5: Key Skill: Understanding Conflict and Negotiation
- Unit 6: Key Skill: Delegating Successfully
- Unit 7: Key Skill: Building and Managing Teams
- Unit 8: Key Skill: Budgeting and Managing Resources
- Unit 9: Key Skill: Managing and Improving Quality
- Unit 10: Key Skill: Managing Stress
- Unit 11: Key Skill: Leading Change
- Unit 12: Key Skill: Managing Human Resources

## Learning outcomes

Upon completion of NURS 432, the student will achieve or exceed the following learning outcomes:

- Compare and contrast nursing leadership and nursing management;
- Explore the organizational context within which nursing leaders/managers function;
- Discuss the skills required by nurse managers/leaders to create an effective work environment;
- Describe human resource procedures and processes utilized by nurse leaders/managers;
- Practice selected management/leadership skills through a virtual preceptorship experience; and
- Experience a deepened confidence in your ability to be a person of influence.

## Evaluation


To **receive credit**  for NURS 432, you must complete and submit all of the required assignments and achieve a composite grade of at least **C (64 percent)** . All papers submitted must follow the guidelines of the current APA Publication Manual.

The weighting of the composite grade is as follows:

Activity	Weight
Leadership Self-Analysis	15%
Becoming Influential	20%
Scenario Analysis	20%
Design an Organization	25%
Application Exercise—Conference Postings	20%
<b>Total</b>	<b>100%</b>

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar** .

## Materials

Kelly, P., & Quesnelle, H. (2016). *Nursing leadership and management* (3<sup>rd</sup> Canadian ed.). Toronto, ON: Nelson.  (eText)

Sullivan, E. (2013). *Becoming influential: A guide for nurses*. (2<sup>nd</sup> ed.) Upper Saddle River, NJ: Pearson.  (eText)

## eTexts

Registration in this course includes electronic textbooks. For more information on **electronic textbooks** [↗](#), please refer to our **eText Initiative site** [↗](#).

## Other Resources

A variety of electronic journal articles and websites are used in the course and paper copies are not included in the course package.

## Important links

- › **Academic advising** [↗](#)
- › **Program planning** [↗](#)
- › **Request assistance** [↗](#)
- › **Support services** [↗](#)

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

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*Updated October 4, 2023*

View **previous revision** [↗](#)

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