Nursing (NURS) 432

Management and Leadership in Nursing Practice (Revision 10)

Status:	Replaced with new revision, see the **course listing** ↗ for the current revision ⊗
Delivery mode:	**Individualized study online** ↗. Delivered via Brightspace.
Credits:	4
Area of study:	Applied Study
Prerequisites:	Available only to Bachelor of Nursing students with professor approval. Post-LPN BN: **NURS 250** and **NURS 328** Post-RN BN: ENGL junior/senior (**ENGL 255** recommended); **NURS 328**
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 is an introduction to nursing leadership and management theory and practice. The emphasis is on understanding the essential skills employed by highly successful nurse leaders and managers, such as thinking critically, communicating effectively, handling conflict wisely, delegating successfully; all these enabling them to build teams, direct resources, improve quality, manage stress, and lead change skilfully in their diverse workplaces. In addition, there is a unit dedicated to future trends aimed at helping you to develop self-awareness in leading your career, as all nurses are leaders regardless of their actual position.

A special feature of Nursing 432 is the **Community of Learners Discussion Forum** where you get to interact with all students enrolled in the course, and not only your colleagues from your specific tutor section. This forum aims to help you develop a community of practice as you learn from each other and embrace leadership as you integrate knowledge about the activities, roles, and responsibilities of nurse managers and leaders; the forum also enables you to practice conceptual, technical, and interpersonal management skills. The application experiences embedded in the course provide opportunities for learners to translate theory into practice to build their capacity to influence, lead, and manage.

Outline

- Unit 1 Introduction to Leadership, Management, and Followership

- Unit 2 Canadian Healthcare Organizations

- Unit 3 Nursing Leadership in Indigenous Health

- Unit 4 Effective Communication: Cultural Diversity and Dynamic Healthcare Settings and Situations

- Unit 5 Thinking Critically, Solving Problems, and Making Decisions

- Unit 6 Understanding Conflict and Negotiation

- Unit 7 Hiring, Staffing, and Delegating

- Unit 8 Leading Change

- Unit 9 Managing and Improving Quality

- Unit 10 Budgeting and Managing Resources

- Unit 11 Managing Stress

- Unit 12 Future Trends

Learning outcomes

- Compare and contrast nursing leadership with nursing management.

- Evaluate the organizational context within which nursing leaders and managers function.

- Analyze the skills and competencies required by nurse managers and leaders to create an effective and inclusive work environment for all people.

- Apply selected management and leadership models to initiate change and ensure quality improvement.

- Discuss resource allocation procedures and processes utilized by nurse leaders and managers to problem solve, resolve conflicts, and make decisions.

Evaluation

To **receive credit** ⬈ for *Nursing 432 Management & Leadership in Nursing Practice* students must complete all the required assignments and achieve an overall composite grade of 64% (C). All submitted assignments must follow the current edition of the APA Publication Manual.

Activity	Weight
Assignment 1: Who am I as a Leader and a Manager?	15%
Assignment 2: Scenario Analysis	20%
Assignment 3: Change Implementation	25%
Assignment 4: Design Your Own Healthcare Organization	30%
Assignment 5: Community of Learners: Forum Discussions	10%
Total	**100%**

Materials

Digital course materials

Links to the following course materials will be made available in the course:

Waddell, J. I., & Walton, N. A. (Eds.). (2020). *Yoder-Wise's leading and managing in Canadian nursing* (2nd ed.). Elsevier Inc.

Other materials

There are several readings and videos included throughout the course. Clicking on the link of the resource allows you to access it directly via the Athabasca University online library or the internet. Each unit has a reference list that contains all required and supplemental resources.

Important links

> **Academic advising** ↗

> **Program planning** ↗

> **Request assistance** ↗

> **Support services at AU** ↗

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.

Opened in Revision 10, October 5, 2023

Updated July 11, 2025

View **previous revision** 📄