



# Unit Outline (Higher Education)

<b>Institute / School:</b>	Institute of Health and Wellbeing
<b>Unit Title:</b>	Leadership in Health Services Management
<b>Unit ID:</b>	BUHEA6903
<b>Credit Points:</b>	15.00
<b>Prerequisite(s):</b>	Nil
<b>Co-requisite(s):</b>	Nil
<b>Exclusion(s):</b>	Nil
<b>ASCED:</b>	060301

## Description of the Unit:

This unit prepares new, aspiring, and middle managers to assume leadership roles in a range of healthcare settings. This is achieved through examination of leadership theory and models, organisational culture, understanding power and influence, and the practical aspects of leading teams and change. Students are encouraged to develop self-awareness in leadership development.

**Grade Scheme:** Graded (HD, D, C, P, MF, F, XF)

## Work Experience:

No work experience

**Placement Component:** No

**Supplementary Assessment:** Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final mark of 45 per cent or above, has completed all major assessment tasks (including all sub-components where a task has multiple parts) as specified in the Unit Description and is not eligible for any other form of supplementary assessment.

## Course Level:

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Introductory						

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Intermediate	■	■	■	■	✓	■
Advanced	■	■	■	■	■	■

### Learning Outcomes:

#### Knowledge:

- K1.** Appraise the body of knowledge on the evolution of leadership theory and practice theory.
- K2.** Differentiate between cultural and international trends in leadership practices in the health services management
- K3.** Defend leadership models and approaches in health services management in a range of organisational contexts
- K4.** Appraise the values and ethics of leadership approaches
- K5.** Evaluate resources and strategies to support leadership performance and judge the appropriateness of the tools and techniques for a range of health service contexts

#### Skills:

- S1.** Source and critically review relevant scientific research and texts in order to identify the relationship between this body of information and the application to quality leadership
- S2.** Critically analyse and apply theoretical and practical concepts in leadership to a range of healthcare situations
- S3.** Develop team skills to undertake critical and systematic evaluation of relevant leadership theories, concepts and practices and present solutions to complex leadership issues in the health services management area

#### Application of knowledge and skills:

- A1.** Apply initiative and judgment in developing arguments for various viewpoints on leadership and reach conclusions about the relative merit and/or limitations of these viewpoints
- A2.** Appraise and evaluate leadership implications for health services management as well as the student's professional role in health services management
- A3.** Develop confidence and competence in leadership concepts and their application in a range of healthcare settings

#### Unit Content:

- Definitions and significance of leadership
- Leadership characteristics, particularly in health services management
- Theories of leadership
- Contemporary models of leadership
- Power and leadership
- Organisational culture in health care management
- Leading teams
- Leading change
- Leadership development in health services management

## FEDTASKS

Federation University Federation recognises that students require key transferable employability skills to prepare them for their future workplace and society. FEDTASKS (**T**ransferable **A**tttributes **S**kills and **K**nowledge) provide a targeted focus on five key transferable Attributes, Skills, and Knowledge that are embedded within curriculum, developed gradually towards successful measures and interlinked with cross-discipline and Co-operative Learning opportunities. *One or more FEDTASK, transferable Attributes, Skills or Knowledge must be evident in the specified learning outcomes and assessment for each FedUni Unit, and all must be directly assessed in each Course.*

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 1 Interpersonal	Students at this level will demonstrate an advanced ability in a range of contexts to effectively communicate, interact and work with others both individually and in groups. Students will be required to display high level skills in-person and/or online in: • Using and demonstrating a high level of verbal and non-verbal communication • Demonstrating a mastery of listening for meaning and influencing via active listening • Demonstrating and showing empathy for others • High order skills in negotiating and conflict resolution skills\\ • Demonstrating mastery of working respectfully in cross-cultural and diverse teams.	Not applicable	Not applicable
FEDTASK 2 Leadership	Students at this level will demonstrate a mastery in professional skills and behaviours in leading others. • Creating and sustaining a collegial environment • Demonstrating a high level of self-awareness and the ability to self-reflect and justify decisions • Inspiring and initiating opportunities to lead others • Making informed professional decisions • Demonstrating initiative in new professional situations.	Not applicable	Not applicable
FEDTASK 3 Critical Thinking and Creativity	Students at this level will demonstrate high level skills in working in complexity and ambiguity using the imagination to create new ideas. Students will be required to display skills in: • Reflecting critically to generate and consider complex ideas and concepts at an abstract level • Analysing complex and abstract ideas, concepts and information • Communicate alternative perspectives to justify complex ideas • Demonstrate a mastery of challenging conventional thinking to clarify complex concepts • Forming creative solutions in problem solving to new situations for further learning.	Not applicable	Not applicable
FEDTASK 4 Digital Literacy	Students at this level will demonstrate the ability to work competently across a wide range of tools, platforms and applications to achieve a range of tasks. Students will be required to display skills in: • Mastering, exploring, evaluating, managing, curating, organising and sharing digital information professionally • Collating, managing complex data, accessing and using digital data securely • Receiving and responding professionally to messages in a range of professional digital media • Contributing competently and professionally to digital teams and working groups • Participating at a high level in digital learning opportunities.	Not applicable	Not applicable

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 5 sustainable and Ethical Mindset	Students at this level will demonstrate a mastery of considering and assessing the consequences and impact of ideas and actions in enacting professional ethical and sustainable decisions. Students will be required to display skills in: <ul style="list-style-type: none"> <li>• Demonstrate informed judgment making that considers the impact of devising complex solutions in ambiguous global economic environmental and societal contexts</li> <li>• Professionally committing to the promulgation of social responsibility</li> <li>• Demonstrate the ability to evaluate ethical, socially responsible and/or sustainable challenges and generating and articulating responses</li> <li>• Communicating lifelong, life-wide and life-deep learning to be open to the diverse professional others</li> <li>• Generating, leading and implementing required actions to foster sustainability in their professional and personal life</li> </ul>	Not applicable	Not applicable

#### Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, K3, K4, K5, S1, S2, A1, A2, A3	Students will be asked to analyse an aspect of leadership in healthcare	Essay	40-60%
K1, K2, K3, K4, K5, S1, S2, S3, A1, A2, A3	Research, critical analysis then synthesising information into group report and oral presentation that examines an aspect of leadership in Health Services Management	Group presentation and individual written report.	40-60%

#### Adopted Reference Style:

APA ( )

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)