Module Details

Module Code:	NURS N9027
Full Title:	Leadership and Clinical Decision Making for Advanced Practice **APPROVED**
Valid From::	Semester 1 - 2021/22 (September 2021)
Language of Instruction:	English
Duration:	1 Semester
Credits::	10
Module Owner::	• Geraldine O'Connor • Geraldine O'Connor
Departments:	Nursing Midwifery & Early Years
Module Description:	This module is suitable for registered experienced nurses who wish to advance their professional practice in their chosen career pathway. This module will assist students to enhance their personal effectiveness, leadership and clinical decision making capacity in the context of current structural and professional change in the Irish Health Services. Using a blended learning approach the module will promote critical reflection on leadership and change as well as the application of knowledge, skills and experience for safe, effective and competent decision making. Blended learning offers working practitioner's easy and accessible opportunities to engage in further education. The module will help students gain personal insight into their own leadership style and to consider factors that influence their decisions such as person-centred care, ethical leadership and empowerment of service users. It will provide students with the required knowledge and skills in leadership and decision-making to enable them to practice at an advanced and strategic level so that they are safe and effective in their designated role.

Module Learning Outcome	
On successful completion of this module the learner will be able to:	
#	**Module Learning Outcome Description**
MLO1	Evaluate and apply complex theories and concepts of leadership in leading and managing change and policy making in practice.
MLO2	Develop a critical understanding of team leadership and inter-professional communication that values diversity and difference and appraises initiatives to promote service quality and safety
MLO3	Critically appraise methods and models of clinical decision-making in health and social care settings to meet the needs of a dynamic and changing health environment
MLO4	Evaluate the role of experienced nurses in providing leadership and clinical decision-making in the design, plan and implementation of services
MLO5	Evaluate the relationship between leadership and organisational culture in promoting person-centred care.
MLO6	Demonstrate a knowledge base that exercises higher levels of judgement, discretion and decision making within nursing practice in the context of service user and practitioner safety and well-being

Pre-requisite learning
Module Recommendations *This is prior learning (or a practical skill) that is strongly recommended before enrolment in this module. You may enrol in this module if you have not acquired the recommended learning but you will have considerable difficulty in passing (i.e. achieving the learning outcomes of) the module. While the prior learning is expressed as named DkIT module(s) it also allows for learning (in another module or modules) which is equivalent to the learning specified in the named module(s).*
No recommendations listed

Module Indicative Content

Leadership theories and styles
Historical reflections of leadership and appraisal of contemporary theoretical perspectives and models, leadership challenges and opportunities in advanced nursing practice, evaluation of contemporary drivers of leadership in healthcare, organisational culture considerations, critical exploration of the leadership-follower dynamic and critical review of team leadership. Stategies used to implement change and evaluation of service to address gaps in service.

Clinical decision making process and influences
Critical exploration of the theories and frameworks of advanced clinical decision making, shared decision making, influences such as legal, ethical, regulatory, professional and cultural factors that inform decision making related to complex clinical situations

Communication and collaboration
Teamwork and optimizing effectiveness, building and maintaining relationships, critical review of effective communication patterns that foster collaboration, evaluation of role attributes which influence an individual's performance, directing and motivating staff, critical evaluation of personal and organisational behaviour and values that contribute to a positive work climate, critical review of collaborative work patterns, personal, professional and organisational barriers to collaboration

Person centered leadership
Critical exploration of theoretical perspectives on person-centred leadership, person centred leadership competencies Relational and contextual factors that influence a person centred leader and person centred cultures

Professional requirements
Critical exploration of leadership role and responsibilities, accountability, governance and risk management related to role. Engagement in professional scholarship and exploring opportunities for research development

Module Assessment

Assessment Breakdown	%
Course Work	100.00%

Module Special Regulation

Assessments

Part Time On Campus

Course Work			
Assessment Type	Continuous Assessment	**% of Total Mark**	20
Marks Out Of	100	**Pass Mark**	0
Timing	n/a	**Learning Outcome**	1,2,3,4,5,6
Duration in minutes	0		

Assessment Description
Student will conduct a SWOT analysis reflecting on their current role in the delivery, organisation and management of services

Assessment Type	Continuous Assessment	**% of Total Mark**	50
Marks Out Of	100	**Pass Mark**	0
Timing	n/a	**Learning Outcome**	1,2
Duration in minutes	0		

Assessment Description
Students will be required to critically evaluate how leadership in advanced practice influences change in the healthcare setting

Assessment Type	Continuous Assessment	**% of Total Mark**	30
Marks Out Of	100	**Pass Mark**	0
Timing	n/a	**Learning Outcome**	4
Duration in minutes	0		

Assessment Description
Students will submit an ePoster where they will evaluate how a gap they have identified in the service can be addressed based on evidence.

No Project

No Practical

No Final Examination

Reassessment Requirement

A repeat examination
Reassessment of this module will consist of a repeat examination. It is possible that there will also be a requirement to be reassessed in a coursework element.

Module Workload

This module has no Full Time On Campus workload.

Workload: Part Time On Campus

Workload Type	Contact Type	Workload Description	Frequency	Average Weekly Learner Workload	Hours
Lecture	Contact	Keynote lectures on indicative content will be delivered over module to enable students develop an understanding of the theoretical components of leading and decision making at an advanced level.	Once per semester	0.60	9
Practical	Contact	Practical/Workshop: Learners will be facilitated to enhance critical thinking skills and use clinical jugement to arrive at decisions based on the evidence and experience.	Once per semester	0.60	9
Tutorial	Contact	Students will be provided with tutorials to enable them to apply theoretical aspects of module and also prepare them for the development of their ePortfolio.	Once per semester	1.20	18
				Total Weekly Learner Workload	2.40
				Total Weekly Contact Hours	2.40

Module Resources

Recommended Book Resources

Theresa Drinka,Phillip Clark. (2016), Healthcare Teamwork, Praeger, p.314, [ISBN: 9781440845369].

Neil Gopee,Jo Galloway. Leadership and Management in Healthcare, [ISBN: 9781473965027].

RuthAnne Kuiper,Daniel J. Pesut,Tamatha Arms. (2016), Clinical Reasoning and Care Coordination in Advanced Practice Nursing, Springer Publishing Company, p.392, [ISBN: 9780826131836].

Supplementary Book Resources

McCormack, B., & McCance, T. (Eds.).. (2017), Person-centred practice in nursing and health care: theory and practice, 2nd. [ISBN: 9781405171137].

Anne-Marie Brady. (2010), Leadership & Management in the Irish Health Service, Gill Education, p.372, [ISBN: 9780717146130].

Elaine S. Marshall,Marion Broome. (2020), Transformational Leadership in Nursing, Springer Publishing Company, p.374, [ISBN: 9780826135049].

Kouzes, J.M. and Posner, B.Z.. (2017), The leadership challenge: how to make extraordinary things. hap, [ISBN: 9601419567782].

This module does not have any article/paper resources

Other Resources

Website, Lenus. The Irish Health Repository, http;//http://www.lenus.ie/hse/. Lenus. The Irish Health Repository.

Website, HSE. www.hseland.ie.

Website, Nursing & Midwifery Board of Ireland (NMBI). https://www.nmbi.ie/Standards-Guidance/S cope-ofpractice.

Website, The King's Fund Website. Website,http://www.kingsfund.org.uk.