

PARTNERS INVESTING IN NURSING'S

future

LEADERSHIP & MANAGEMENT
DEVELOPMENT SERIES
2009

ONLINE COURSES FOR NURSES

oklahoma
health care
workforce
center

ABOUT THE PIN GRANT

The *Partners Investing in Nursing's Future* program is a collaborative initiative of the Robert Wood Johnson Foundation and the Northwest Health Foundation. The Oklahoma Hospital Education and Research Foundation Trust (OHERFT), an entity of the Oklahoma Hospital Association, was selected in 2007 as one of 11 foundations nationwide to receive funding in the second year of *Partners Investing in Nursing's Future*, a national initiative to develop and test solutions to America's nursing shortage. The OHERFT project is one of the first initiatives of the Oklahoma Health Care Workforce Center. Strategic oversight and coordination of the grant is the responsibility of the Center, with strong support from its organizational partners.

PROJECT SCOPE

This grant has three primary components.

- Scholarships nurse educators to receive their master's of science in nursing education
- Provides leadership & management courses delivered to nurses in three rural regions of Oklahoma via distance education
- Develops a series of leadership & management courses for online access and self-paced learning in three rural regions of Oklahoma

THIS BROCHURE

This e-brochure and registration form focuses specifically on one of the three major components of the grant - the six web-based courses in the leadership & management development series. More details about this series can be found in the subsequent pages of this brochure.

PROJECT PARTNERS



BRIDGES & BOUNDARIES

TRANSITION TO MANAGEMENT

Course Description

- Clarify the role and responsibilities of staff members, leaders, managers, and administration
- Discuss 21st century leadership traits, behaviors and expectations
- Identify key issues facing beginning and middle managers
- Formulate a personal plan for leadership development

IGNITING THE SPARK

LEADERSHIP COMMUNICATION

Course Description

- Describe at least five types of leadership communication
- Evaluate the impact of communication on patient/departmental outcomes and employee satisfaction
- Discuss common barriers to effective communication
- Demonstrate key elements in effective leadership communication

FINANCIAL MANAGEMENT

FOR HEALTH CARE LEADERS

Course Description

- Discuss the role and financial responsibilities of hospital staff, managers, department heads, administration and the board
- Describe common health care financial concepts and terminology
- Differentiate costs, charges, and revenue in relation to a specific unit of service
- Describe issues related to preparation and implementation of the operating budget

BRINGING OUT THE BEST

INFLUENCING EMPLOYEE PERFORMANCE

Course Description

- Describe the role of manager as performance coach, teacher, and leader
- Utilize principles of coaching and adult learning to enhance employee performance
- Formulate an action plan for a problem performer
- Practice documenting and counseling an employee regarding a performance issue

LETTING GO & TAKING ON

EFFECTIVE DELEGATION & SUPERVISION

Course Description

- Describe the legal, professional, and organizational foundations for delegation and supervision
- Assess leader and follower responsibilities related to delegation and supervision
- Evaluate personal delegation strengths and challenges
- Formulate strategies to enhance individual delegation and supervision skills

BUILDING EFFECTIVE TEAMS

Course Description

- Describe the relationship between team functioning and organizational effectiveness
- Examine characteristics of effective team leaders/coaches and followers
- Apply specific team building strategies to common health care workplace challenges
- Demonstrate strategies for facilitating effective team meetings

FACULTY

Carol Mannahan, Ed.D., R.N., has 40 years of teaching and leadership experience in nursing. For the past 20 years, she has worked with the University of Oklahoma College of Nursing baccalaureate and graduate students in the areas of leadership, management, health policy and ethics. Prior to teaching she held a variety of management and clinical positions in the U.S. Army and in small rural hospitals in California, Stillwater and Oklahoma City.

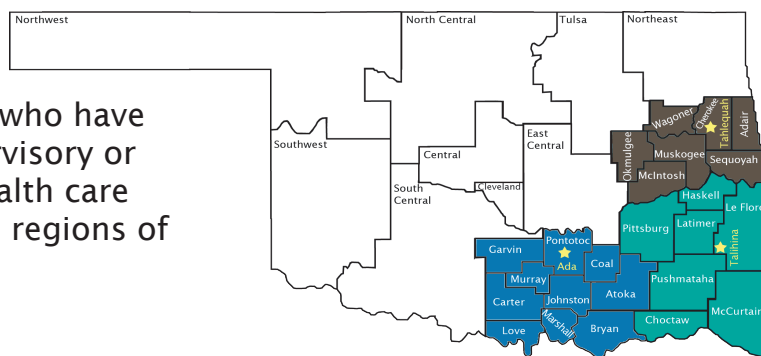
In addition to teaching, Dr. Mannahan works with health care organizations throughout the state on matters related to interdisciplinary team building, delegation, and leadership/management development.

Pam Crawford, MBA, R.N., instructor for the University of Oklahoma College of Nursing, teaches baccalaureate and graduate students in the areas of leadership, management, finance, health care policy and ethics. Prior to teaching, she held several management and leadership positions at the OU Medical Center, the last being 18 years as the Chief Nursing Officer.

Ms. Crawford has also been working with the Oklahoma Health Care Workforce Center on the Partners In Nursing Grant to increase the number of advanced degree faculty to strengthen educational programs. In addition the grant is providing educational offerings to enhance the leadership skills for nurses in the rural settings to improve the retention rates of nurses in their communities.

TARGET AUDIENCE

This web-based Leadership & Management Series is offered exclusively to nurses who have moved into management, supervisory or leadership roles and work in health care organizations in the recognized regions of Oklahoma.



TUITION

The tuition scholarship for this web-based series of six leadership and management courses is being offered as a result of the generous contributions of the following funding partners:

Tahlequah City Hospital

Valley View Regional Hospital, Ada

Memorial Hospital of Stilwell

Atoka Memorial Hospital

Choctaw Nation Health Services Authority, Talihina

Cherokee Nation

Those who sign up for the web-based series must commit to participating in all six modules.

EDUCATION CREDIT

A certificate will be awarded following the completion of the series of six online courses. A total of 18 contact hours will be awarded after completion of the six modules. Those completing the entire course series will be awarded 18.0 continuing nursing education contact hours. The University of Oklahoma College of Nursing is an approved provider of continuing nursing education by the Colorado Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Approval expires Aug. 31, 2010.

