Nursing Leadership and Management

NRS-451VN   3 Credits   Jul 10 - Aug 13

Course Description

Registered nurses with current licensure have a basic understanding of the role of the professional nurse. This course emphasizes further development of the professional nurse role. Critical management and leadership values, styles, and skills are a major focus. Particular attention is given to the identification of personal leadership styles and values. Importance is placed on development of effective management and leadership skills, with emphasis on effective communication.

Instructor Contact Information

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Class Resources

Nursing Leadership and Management: Leading and Serving

Grand Canyon University (Ed.). (2022). *Nursing leadership and management: Leading and serving* (3rd ed.).

Statement on the Integration of Faith and Work

"Grand Canyon University prepares learners to become global citizens, critical thinkers, effective communicators, and responsible leaders by providing an academically-challenging, values-based curriculum from the context of our Christian heritage." (*GCU Mission Statement*) Review the "Statement on the Integration of Faith and Work" to become familiar with many fundamental Christian worldviews, and consider how they may apply in the context of this course.

https://www.gcu.edu/Documents/Statement-IFLW.pdf

LopesWrite

Refer to the LopesWrite webpage for guidance regarding assignments requiring submission to LopesWrite.

https://support.gcu.edu/hc/en-us/articles/201277380-LopesWrite

Topic 1: Theories and Concepts in Leadership and Management

Objectives:

1. Compare the roles of leadership and management.
2. Discuss leadership theories.
3. Develop a resume outlining qualifications for a specific role.
4. Evaluate personal conduct in the use of social media.

Jul 10, 2023 - Jul 16, 2023   Max Points: 198

Resources

Code of Ethics for Nurse With Interpretive Statements

Read "Code of Ethics for Nurse With Interpretive Statements," by the American Nurses Association (ANA) (2015), located on the ANA website.

https://www.nursingworld.org/coe-view-only

How Nurses Should be Using Social Media

Read "How Nurses Should be Using Social Media," by #EveryNurse (2018), located on the #EveryNurse blogsite.

https://everynurse.org/how-nurses-should-be-using-social-media/
#:~:text=Blow%20Off%20Work%2DRelated%20Steam,social%20media%2C%E2%80%9D%20he%20says.

Nursing Leadership and Management: Leading and Serving

Read Chapter 1 in *Nursing Leadership and Management: Leading and Serving.*

The Wisdom of Jesus and Societal Crisis

Read "The Wisdom of Jesus and Societal Crisis," by Gary (2004), located on the Christian Futures Network website.

http://www.christianfutures.com/the-wisdom-of-jesus-societal-crises/

Social Media

Read "Social Media," located on the American Nurses Association website.

https://www.nursingworld.org/social/

A Nurse's Guide to the Use of Social Media

Read "A Nurse's Guide to the Use of Social Media," by the National Council of State Boards of Nursing (NCSBN) (2018), located on the NCSBN website.

https://www.ncsbn.org/brochures-and-posters/nurses-guide-to-the-use-of-social-media

Resume Resource: Medical and Health Care

Review the Medical and Health Care page of the Resume-Resources website for examples of approved formats for use in the Topic 1 assignment.

http://www.resume-resource.com/examples-medical.html

Jesus the CEO

Read "Jesus the CEO," located on the Jesus Central website.

http://www.jesuscentral.com/ji/life-of-jesus-modern/jesus-ceo.php

Nursing Professionalism: Impact of Social Media Use Among Nursing Students

Read "Nursing Professionalism: Impact of Social Media Use Among Nursing Students," by Edge, from *Journal of Healthcare Communications* (2017).

http://healthcare-communications.imedpub.com/nursing-professionalism-impact-of-social-media-use-among-nursing-students.php?aid=19283

Assessments

Summary of Current Course Content Knowledge

Start Date & Time	Due Date & Time	Points
Jul 10, 2023, 12:00 AM	Jul 10, 2023, 11:59 PM	0

Assessment Description

Academic engagement through active participation in instructional activities related to the course objectives is paramount to your success in this course and future courses. Through interaction with your instructor and classmates, you will explore the course material and be provided with the best opportunity for objective and

competency mastery. To begin this class, review the course objectives for each Topic, and then answer the following questions as this will help guide your instructor for course instruction.

1. Which weekly objectives do you have prior knowledge of and to what extent?
2. Which weekly objectives do you have no prior knowledge of?
3. What course-related topics would you like to discuss with your instructor and classmates? What questions or concerns do you have about this course?

Class Introductions

Start Date & Time	Due Date & Time	Points
Jul 10, 2023, 12:00 AM	Jul 12, 2023, 11:59 PM	0

Assessment Description

Take a moment to explore your new classroom and introduce yourself to your fellow classmates. What are you excited about learning? What do you think will be most challenging?

Topic 1 DQ 1

Start Date & Time	Due Date & Time	Points
Jul 10, 2023, 12:00 AM	Jul 12, 2023, 11:59 PM	6

Assessment Description

Describe the difference in roles between leadership and management. Explain how the goals of management and leadership overlap and provide one example. As a nurse leader, describe how you can facilitate change by taking advantage of this overlap.

Topic 1 DQ 2

Start Date & Time	Due Date & Time	Points
Jul 10, 2023, 12:00 AM	Jul 14, 2023, 11:59 PM	6

Assessment Description

Compare two leadership theories. Provide an overview of each and discuss the strengths and weakness in relation to nursing practice.

Topic 1 DQ 3

Start Date & Time	Due Date & Time	Points
Jul 10, 2023, 12:00 AM	Jul 16, 2023, 11:59 PM	6

Assessment Description

Review your state's mandated reporter statute. Provide details about this in your post. If faced with a mandated reporter issue, what are the steps in reporting the issue? Create a mandated reporter scenario and post it. Respond to one of your peer's scenarios using the guidelines for submission/reporting in your state. Be sure to include a reference to your state's website related to mandated reporting.

Professionalism and Social Media

Start Date & Time	Due Date & Time	Points
Jul 10, 2023, 12:00 AM	Jul 16, 2023, 11:59 PM	74

Assessment Traits

✏ Requires LopesWrite

Assessment Description

Social media plays a significant role in the lives of nurses in both their professional and personal lives. Additionally, social media is now considered a mainstream part of the process for recruiting and hiring candidates. Inappropriate or unethical conduct on social media can create legal problems for nurses as well as the field of nursing.

Login to all social media sites in which you engage. Review your profile, pictures and posts. Based on the professional standards of nursing, identify items that would be considered unprofessional and potentially detrimental to your career and that negatively impact the reputation of the nursing field.

In 500-750 words, summarize the findings of your review. Include the following:

1. Describe the posts or conversations in which you have engaged that might be considered inappropriate based on the professional standards of nursing.
2. Discuss why nurses have a responsibility to uphold a standard of conduct consistent with the standards governing the profession of nursing at work and in their personal lives. Include discussion of how personal conduct can violate HIPAA or be considered unethical or unprofessional. Provide an example of each to support your answer.
3. Based on the analysis of your social media, discuss what areas of your social media activity reflect Christian values as they relate to respecting human value and dignity for all individuals. Describe areas of your social media activity that could be improved.

Prepare this assignment according to the guidelines found in the APA Style Guide, located in the Student Success Center. An abstract is not required.

This assignment uses a rubric. Please review the rubric prior to beginning the assignment to become familiar with the expectations for successful completion.

You are required to submit this assignment to LopesWrite. A link to the LopesWrite technical support articles is located in Class Resources if you need assistance.

Resume and Cover Letter

Start Date & Time	Due Date & Time	Points
Jul 10, 2023, 12:00 AM	Jul 16, 2023, 11:59 PM	74

Grand Canyon University 2023 ©   Prepared on: Jul 7, 2023, 7:51 PM

⊌ Requires LopesWrite

Assessment Description

An applicant's professional history and qualifications are outlined in a resume. A cover letter is a way for the applicant to make a professional introduction to the hiring manager and demonstrate an interest in the company.

Develop a current resume and create a formal cover letter for a position for which you would like to apply. Create both the cover letter and resume using a professionally accepted format provided on the Resume-Resources website, located in the topic Resources.

Include the following:

1. Resume: Detail your overall education, credentials, and professional experience, such as licenses, earned degrees, certifications, professional experiences, previous positions held, membership in professional organizations, publications, and skills.
2. Write a one-page double spaced introductory cover letter in which you explain your professional objectives, professional interests, and strengths as an applicant.
3. Prior to submission, share your resume with a colleague and obtain feedback. Revise your resume as needed

While APA style format is not required for the body of this assignment, solid academic writing is expected, and in-text citations and references should be presented using APA documentation guidelines, which can be found in the APA Style Guide, located in the Student Success Center.

You are required to submit this assignment to LopesWrite. A link to the LopesWrite technical support articles is located in Class Resources if you need assistance.

Topic 1 Participation

Start Date & Time	Due Date & Time	Points
Jul 10, 2023, 12:00 AM	Jul 16, 2023, 11:59 PM	32

Topic 2: Roles and Responsibilities in Leadership and Management

Objectives:

1. Explain the role of a nursing leader in quality patient care.
2. Explain the role of a nurse manager in quality patient care.
3. Discuss the importance of emotional intelligence in working with groups.
4. Examine leadership styles conducive to addressing nursing issues.

Jul 17, 2023 - Jul 23, 2023   Max Points: 200

Resources

Nurse Managers' Insights Regarding Their Role Highlight the Need for Practice Changes

Read "Nurse Managers' Insights Regarding Their Role Highlight the Need for Practice Changes," by Moore, Sublett, and Leahy, from *Applied Nursing Research* (2016).

https://www-sciencedirect-com.lopes.idm.oclc.org/science/article/pii/S0897189715002086

Assessing the Nurse Manager's Span of Control: A Partnership Between Executive Leadership, Nurse Scientists and Clinicians

Read "Assessing the Nurse Manager's Span of Control: A Partnership Between Executive Leadership, Nurse Scientists and Clinicians," by Cupit, Stout-Aguilar, Cannon and Norton, from *Nurse Leader* (2019).

https://www-sciencedirect-com.lopes.idm.oclc.org/science/article/pii/S1541461218303963

Nursing Leadership and Management: Leading and Serving

Read Chapter 2 in *Nursing Leadership and Management: Leading and Serving.*

Growing Nurse Leaders: Their Perspectives on Nursing Leadership and Today's Practice Environment

Read "Growing Nurse Leaders: Their Perspectives on Nursing Leadership and Today's Practice Environment," by Dyess, Sherman, Pratt, and Chiang-Hanisko, from *Online Journal of Issues in Nursing* (2016).

http://ojin.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TableofContents/Vol-21-2016/No1-Jan-2016/Articles-Previous-Topics/Growing-Nurse-Leaders.html

A Servant Leader and Their Stakeholders: When Does Organizational Structure Enhance Leader's Influence?

Read "A Servant Leader and Their Stakeholders: When Does Organizational Structure Enhance Leader's Influence?" by Neubert, Hunter, and Tolentino, from *The Leadership Quarterly* (2016).

https://www-sciencedirect-com.lopes.idm.oclc.org/science/article/pii/S1048984316300297

Code of Ethics for Nurse With Interpretive Statements

Review "Code of Ethics for Nurse With Interpretive Statements," by the American Nurses Association (ANA) (2015), located on the ANA website.

https://www.nursingworld.org/coe-view-only

Understanding the Role of the Nurse Manager: The Full-Range Leadership Theory Perspective

Read "Understanding the Role of the Nurse Manager: The Full-Range Leadership Theory Perspective," by Witges and Scanlan, from *Nurse Leader* (2014).

https://www-sciencedirect-com.lopes.idm.oclc.org/science/article/pii/S1541461214000846

They Lived Experiences of Becoming First-Line Nurse Managers: A Phenomenological Study

Read "They Lived Experiences of Becoming First-Line Nurse Managers: A Phenomenological Study," by Guanawan, Aungsuroch, Nazliansyah, and Sukarna, from *Iranian Journal of Nursing and Midwifery Research* (2018).

https://lopes.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?
direct=true&db=edsdoj&AN=edsdoj.bccedfd8aeaf4c56a169ec4bb534b1c8&site=eds-live&scope=site

Student Nurses' Perceptions of the Nurse Manger as a Servant Leader

Read "Student Nurses' Perceptions of the Nurse Manger as a 'Servant Leader,'" by Jooste and Jordaan, from *Africa Journal of Nursing and Midwifery* (2012).

https://lopes.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?
direct=true&db=ccm&AN=107926799&site=eds-live&scope=site

Personality Characteristics of Nurse Managers: The Personal and Professional Factors that Affect Their Performance

Read "Personality Characteristics of Nurse Managers: The Personal and Professional Factors that Affect Their Performance," by Handan and Uiku, from *Journal of Psychiatric Nursing* (2018).

https://lopes.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?
direct=true&db=a9h&AN=129500749&site=eds-live&scope=site

The Impact of Nurse Manager's Leadership Styles on Ward Staff

Read "The Impact of Nurse Manager's Leadership Styles on Ward Staff," by Saleh et al., from *British Journal of Nursing* (2018).

https://lopes.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?
direct=true&db=ccm&AN=128259219&site=eds-live&scope=site

Nurse Manager Risk Information Management for Decision-Making: A Qualitative Analysis

Read "Nurse Manager Risk Information Management for Decision-Making: A Qualitative Analysis," by Islam, Hutchinson, and Bucknall, from *Collegian* (2017).

Assessments

Topic 2 DQ 1

Start Date & Time	Due Date & Time	Points
Jul 17, 2023, 12:00 AM	Jul 19, 2023, 11:59 PM	6

Assessment Description

One of the five elements of emotional intelligence is self-awareness. Explain why emotional intelligence is crucial for effective leadership. Discuss what behaviors someone with a high degree of self-awareness would demonstrate within the context of leading and managing groups. Provide an example.

Topic 2 DQ 2

Start Date & Time	Due Date & Time	Points
Jul 17, 2023, 12:00 AM	Jul 21, 2023, 11:59 PM	6

Assessment Description

Discuss the purpose of strategic planning in a health care environment. Explain what factors affect future planning in an organization and what tools can be used for future planning.

Topic 2 DQ 3

Start Date & Time	Due Date & Time	Points
Jul 17, 2023, 12:00 AM	Jul 23, 2023, 11:59 PM	6

Assessment Description

Select a topic for your Topic 3 Executive Summary assignment. Post your idea and basic thoughts about the topic using the assignment details from Topic 3. You should provide thoughts to your peers about their topics and ideas that may assist them in completing their projects.

Benchmark - Effective Approaches in Leadership and Management

Start Date & Time	Due Date & Time	Points
Jul 17, 2023, 12:00 AM	Jul 23, 2023, 11:59 PM	150

  Requires LopesWrite

  Benchmark

Assessment Description

In this assignment, you will be writing a 1,000-1,250 word paper describing the differing approaches of nursing leaders and managers to issues in practice. To complete this assignment, do the following:

1. Select an issue from the following list: bullying, unit closures and restructuring, floating, nurse turnover, nurse staffing ratios, use of contract employees (i.e., registry and travel nurses), or magnet designation.
2. Describe the selected issue. Discuss how it impacts quality of care and patient safety in the setting in which it occurs.
3. Discuss how professional standards of practice should be demonstrated in this situation to help rectify the issue or maintain professional conduct.
4. Explain the differing roles of nursing leaders and nursing managers in this instance and discuss the different approaches they take to address the selected issue and promote patient safety and quality care. Support your rationale by using the theories, principles, skills, and roles of the leader versus manager described in your readings.
5. Discuss what additional aspects managers and leaders would need to initiate in order to ensure professionalism throughout diverse health care settings while addressing the selected issue.
6. Describe a leadership style that would best address the chosen issue. Explain why this style could be successful in this setting.

Use at least three peer-reviewed journal articles other than those presented in your text or provided in the course.

Prepare this assignment according to the guidelines found in the APA Style Guide, located in the Student Success Center. An abstract is not required.

This assignment uses a rubric. Please review the rubric prior to beginning the assignment to become familiar with the expectations for successful completion.

You are required to submit this assignment to LopesWrite. A link to the LopesWrite technical support articles is located in Class Resources if you need assistance.

This benchmark assignment assesses the following programmatic competencies:

RN to BSN

1.1:   Exemplify professionalism in diverse health care settings.

1.3:   Exercise professional nursing leadership and management roles in the promotion of patient safety and quality care.

3.4:   Demonstrate professional standards of practice.

Topic 2 Participation

Start Date & Time	Due Date & Time	Points
Jul 17, 2023, 12:00 AM	Jul 23, 2023, 11:59 PM	32

Topic 3: Applying Servant Leadership in Practice

Objectives:

1. Discuss the principles of servant leadership.
2. Propose a quality improvement initiative.
3. Compare intrinsic and extrinsic motivation.
4. Describe characteristics of performance-driven teams.

Jul 24, 2023 - Jul 30, 2023   Max Points: 204

Resources

How to Write an Executive Summary

Read "How to Write an Executive Summary," by Berry, located on the Bplans website.

https://articles.bplans.com/writing-an-executive-summary/

How Servant Leadership Influences Organizational Citizenship Behavior: The Roles of LMX, Empowerment, and Proactive Personality

Read "How Servant Leadership Influences Organizational Citizenship Behavior: The Roles of LMX, Empowerment, and Proactive Personality," by Newman, Schwarz, Cooper, and Sendjaya, from *Business Source Database* (2017).

https://lopes.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?
direct=true&db=bth&AN=125205769&site=eds-live&scope=site

How to Write an Effective Executive Summary to Yield Results

Read "How to Write an Effective Executive Summary to Yield Results," located on the Smartsheet website.

https://www.smartsheet.com/write-executive-summary-examples

Executive Summary Form

Complete and submit the "Executive Summary Feedback Form," as directed, in the Executive Summary assignment.

Leadership, Leadership Styles, and Servant Leadership

Read "Leadership, Leadership Styles, and Servant Leadership," by Gandolfi and Stone, from *Journal of Management Research* (2018).

https://lopes.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?
direct=true&db=bth&AN=132968632&site=eds-live&scope=site

Servant Leadership: An Ancient Style With 21st Century Relevance

Read "Servant Leadership: An Ancient Style With 21st Century Relevance," by Gandolofi, Stone and Deno, from *Review of International Comparative Management* (2017).

https://lopes.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?
direct=true&db=bth&AN=127809856&site=eds-live&scope=site

Nursing Leadership and Management: Leading and Serving

Read Chapter 3 in *Nursing Leadership and Management: Leading and Serving.*

Integrating Servant Leadership Into Managerial Strategy to Build Group Social Capital: The Mediating Role of Group Citizenship Behavior

Read "Integrating Servant Leadership Into Managerial Strategy to Build Group Social Capital: The Mediating Role of Group Citizenship Behavior," by Linuesa-Langreo, Palomino, and Elche-Hortelano, from *Journal of Business Ethics* (2017).

https://lopes.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?
direct=true&db=bth&AN=132789053&site=eds-live&scope=site

Assessments

Topic 3 DQ 1

Start Date & Time	Due Date & Time	Points
Jul 24, 2023, 12:00 AM	Jul 26, 2023, 11:59 PM	6

Assessment Description

Describe the fundamental principles of servant leadership. Present two qualities of servant leadership and explain how they support interprofessional communication in providing patient care.

Topic 3 DQ 2

Start Date & Time	Due Date & Time	Points
Jul 24, 2023, 12:00 AM	Jul 28, 2023, 11:59 PM	6

Assessment Description

Describe the characteristics of performance-driven team. Describe the difference between intrinsic and extrinsic motivation and explain why it is important in understanding the types of motivation when it comes to team performance.

Executive Summary

Start Date & Time	Due Date & Time	Points
Jul 24, 2023, 12:00 AM	Jul 30, 2023, 11:59 PM	140

Assessment Traits

Requires LopesWrite

Assessment Description

In this assignment, you will propose a quality improvement initiative from your place of employment that could easily be implemented if approved. Assume you are presenting this program to the board for approval of funding. Write an executive summary (750-1,000 words) to present to the board, from which the board will make its decision to fund your program or project. Include the following:

1. The purpose of the quality improvement initiative.
2. The target population or audience.
3. The benefits of the quality improvement initiative.
4. The interprofessional collaboration that would be required to implement the quality improvement initiative.
5. The cost or budget justification.
6. The basis upon which the quality improvement initiative will be evaluated.

You are required to cite a minimum of three peer-reviewed sources to complete this assignment. Sources must be published within the last 5 years, appropriate for the assignment criteria, and relevant to nursing practice.

Prepare this assignment according to the guidelines found in the APA Style Guide, located in the Student Success Center. An abstract is not required.

This assignment uses a rubric. Please review the rubric prior to beginning the assignment to become familiar with the expectations for successful completion.

You are required to submit this assignment to LopesWrite. A link to the LopesWrite technical support articles is located in Class Resources if you need assistance.

Executive Summary Feedback Form

Start Date & Time	Due Date & Time	Points
Jul 24, 2023, 12:00 AM	Jul 30, 2023, 11:59 PM	20

Assessment Description

Share your written proposal with your manager, supervisor, or other colleague in a formal leadership position within a health care organization. Complete the "Executive Summary Feedback Form," located in topic Resources, during the exchange and submit the document.

Topic 3 Participation

Start Date & Time	Due Date & Time	Points
Jul 24, 2023, 12:00 AM	Jul 30, 2023, 11:59 PM	32

Topic 4: Organizational Culture and Values

Objectives:

1. Examine factors that lead to conflict in a professional practice.
2. Propose strategies for conflict resolution.
3. Describe the influence of organizational values on nurse engagement.
4. Describe the influence of organizational values on patient outcomes.
5. Define advocacy as it relates to nursing leadership and management.

Jul 31, 2023 - Aug 6, 2023   Max Points: 174

Resources

The Long Way Ahead to Achieve an Effective Patient Safety Culture: Challenges Perceived by Nurses

Read "The Long Way Ahead to Achieve an Effective Patient Safety Culture: Challenges Perceived by Nurses," by Farokhzadian, Nahid, and Borhani, from *BMC Health Services Research* (2018).

https://search-proquest-com.lopes.idm.oclc.org/docview/2108910163?accountid=7374

An Analysis of the Relation Between Employee-Organization Value Congruence and Employee Attitudes

Read "An Analysis of the Relation Between Employee-Organization Value Congruence and Employee Attitudes," by Amos and Weathington, from *Journal of Psychology* (2008).

https://search-proquest-com.lopes.idm.oclc.org/docview/213828178?accountid=7374

The Organization's Safety Culture, Its Indicators and Its Measurement Capabilities

Read "The Organization's Safety Culture, Its Indicators and Its Measurement Capabilities," by Halaj, Kutaj, and Boros, from *CBU International Conference Proceedings* (2018).

https://search-proquest-com.lopes.idm.oclc.org/docview/2155893073?accountid=7374

Developing the Organizational Culture in a Healthcare Setting

Read "Developing the Organizational Culture in a Healthcare Setting," by Nightingale, from *Nursing Standard* (2018).

https://search-proquest-com.lopes.idm.oclc.org/docview/1992715222?accountid=7374

Nursing Leadership and Management: Leading and Serving

Read Chapter 4 in *Nursing Leadership and Management: Leading and Serving.*

The Impact of Internal Marketing and the Moderating Role of Organizational Culture on Nurse Job Satisfaction

Read "The Impact of Internal Marketing and the Moderating Role of Organizational Culture on Nurse Job Satisfaction," by Janjua, Ahmad, and Afzal, from *Journal of Business and Economics* (2014).

https://search-proquest-com.lopes.idm.oclc.org/docview/1757275922?accountid=7374

Loom

Loom is a free video recording tool that allows you send messages through shareable videos. For assistance on installing the software or usage, navigate to the [Loom Help Center](#).

https://support.gcu.edu/hc/en-us/articles/115015942807-Third-Party-Contact-Information

Strategic Aspects of the Human Capital Management in the Development of Organizational Culture

Read "Strategic Aspects of the Human Capital Management in the Development of Organizational Culture," by Sprajc, Podbregar, and Hribar, from *Economic and Social Development: Book of Proceedings* (2018).

https://search-proquest-com.lopes.idm.oclc.org/docview/2058257204?accountid=7374

Health Professionals' Views on Feedback of a Patient Safety Culture Assessment

Read "Health Professionals' Views on Feedback of a Patient Safety Culture Assessment," by Zwijnenberg, Hendriks, Hoogervorst-Schilp, and Wagner, from *BMC Health Services Research* (2016).

Patient Safety Culture in Out-of-Hours Primary Care Services in the Netherlands: A Cross-Sectional Survey

Read "Patient Safety Culture in Out-of-Hours Primary Care Services in the Netherlands: A Cross-Sectional Survey," by Smits, Keizer, Giesen, Deilkas, Hoffos, and Bondevik, from *Scandinavian Journal of Primary Health Care* (2018).

Assessments

Topic 4 DQ 1

Start Date & Time   Due Date & Time   Points

Jul 31, 2023, 12:00 AM   Aug 2, 2023, 11:59 PM   6

Assessment Description

Discuss how nurse leaders serve as advocates for their employees. Describe how advocacy for employees affects patient care and outcomes.

Topic 4 DQ 2

Start Date & Time   Due Date & Time   Points

Jul 31, 2023, 12:00 AM   Aug 4, 2023, 11:59 PM   6

Assessment Description

Discuss barriers caused by an organizational culture that can be encountered by nursing leaders that can make them feel powerless.

Organizational Culture and Values

Start Date & Time   Due Date & Time   Points

Jul 31, 2023, 12:00 AM   Aug 6, 2023, 11:59 PM   130

Assessment Traits

Requires LopesWrite

Assessment Description

Prepare a 10-15 slide PowerPoint presentation, with speaker notes, that examines the significance of an

organization's culture and values. For the presentation of your PowerPoint, use Loom to create a voice-over or a video. Refer to the Topic Materials for additional guidance on recording your presentation with Loom. Include an additional slide for the Loom link at the beginning, and an additional slide for References at the end.

1. Outline the purpose of an organization's mission, vision, and values.
2. Explain why an organization's mission, vision, and values are significant to nurse engagement and patient outcomes.
3. Explain what factors lead to conflict in professional practice. Describe how organizational values and culture can influence the way conflict is addressed.
4. Discuss effective strategies for resolving workplace conflict and encouraging interprofessional collaboration.
5. Discuss how organizational needs and the culture of health care influence organizational outcomes. Describe how these relate to health promotion and disease prevention from a community health perspective.

You are required to cite a minimum of three sources to complete this assignment. Sources must be appropriate for the assignment and relevant to nursing practice.

While APA style format is not required for the body of this assignment, solid academic writing is expected, and in-text citations and references should be presented using APA documentation guidelines, which can be found in the APA Style Guide, located in the Student Success Center.

This assignment uses a rubric. Please review the rubric prior to beginning the assignment to become familiar with the expectations for successful completion.

You are required to submit this assignment to LopesWrite. A link to the LopesWrite technical support articles is located in Class Resources if you need assistance.

Topic 4 Participation

Start Date & Time	Due Date & Time	Points
Jul 31, 2023, 12:00 AM	Aug 6, 2023, 11:59 PM	32

Topic 5: Reengineering Health Care

Objectives:

1. Describe the role of the nursing leaders and managers in reengineering health care.
2. Propose a change management model/theory to help support an organizational goal.
3. Assess organizational readiness.
4. Describe the process of continuous quality improvement (CQI).

Aug 7, 2023 - Aug 13, 2023   Max Points: 224

Resources

Nursing Leadership and Management: Leading and Serving

Read Chapter 5 in *Nursing Leadership and Management: Leading and Serving.*

Assessments

Topic 5 DQ 1

Start Date & Time	Due Date & Time	Points
Aug 7, 2023, 12:00 AM	Aug 9, 2023, 11:59 PM	6

Assessment Description

Discuss how nurse managers and nurse leaders contribute to the reengineering of health care.

Topic 5 DQ 2

Start Date & Time	Due Date & Time	Points
Aug 7, 2023, 12:00 AM	Aug 11, 2023, 11:59 PM	6

Assessment Description

Continuous quality improvement (CQI) is the responsibility of all nurses and is vital when addressing the challenges of the health care industry. Provide an example of how you would apply CQI in your current or past position.

Health Organization Evaluation

Start Date & Time	Due Date & Time	Points
Aug 7, 2023, 12:00 AM	Aug 13, 2023, 11:59 PM	180

Assessment Traits

Requires LopesWrite

Assessment Description

Research a health care organization or network that spans several states with in the United States (United Healthcare, Vanguard, Banner Health, etc.). Assess the readiness of the health care organization or network you chose in regard to meeting the health care needs of citizens in the next decade.

Prepare a 1,000-1,250 word paper that presents your assessment and proposes a strategic plan to ensure readiness. Include the following:

1. Describe the health care organization or network.
2. Describe the organization's overall readiness based on your findings.
3. Prepare a strategic plan to address issues pertaining to network growth, nurse staffing, resource

management, and patient satisfaction.

4. Identify any current or potential issues within the organizational culture and discuss how these issues may affect aspects of the strategic plan.

5. Propose a theory or model that could be used to support implementation of the strategic plan for this organization. Explain why this theory or model is best.

You are required to cite a minimum of three sources to complete this assignment. Sources must be appropriate for the assignment and relevant to nursing practice.

Prepare this assignment according to the guidelines found in the APA Style Guide, located in the Student Success Center. An abstract is not required.

This assignment uses a rubric. Please review the rubric prior to beginning the assignment to become familiar with the expectations for successful completion.

You are required to submit this assignment to LopesWrite. A link to the LopesWrite technical support articles is located in Class Resources if you need assistance.

Topic 5 Participation

Start Date & Time	Due Date & Time	Points
Aug 7, 2023, 12:00 AM	Aug 13, 2023, 11:59 PM	32