Nursing 416 Leadership in Professional Practice
3 Credit Hours - (Two Terms)
Instructor: Deb Savage/Aimee Scudder
Email: deb.savage@doane.edu

Impact Seminar: Connecting Knowledge to Choices and Actions
This is a course that will include experiential learning and take place over two terms. You will be exploring new ways to communicate, improve questioning skills, foster strong relationships with individuals and teams and complete a coaching project. During this course you will develop teamwork and leadership skills to prepare for citizenship or work as you connect theory, practice and experience. The assignments and guidelines will be given to you on the first night of class.

Course Description:
This course examines the roles, traits, and contribution of the nurse in organizational leadership and managerial positions and as the lead advocate for people in their most vulnerable state. Its focus is the personal and professional development of the practicing nurse as a mentor and coach to the people they serve. Topics include servant leadership, emotional intelligence, active listening, building relationships, cultural awareness, conflict resolution, delegation, and team building. Students develop competencies and skills that will enable them to manage and lead effectively and have an opportunity to apply those competencies and skills in an appropriate health care setting.
Prerequisite: Nursing 305, 306 and 307

Course Objectives:
Upon completion of this course, the students will be able to:
1. Understand the benefits of coaching as it relates to leadership and nursing. (LO 1, 6 & 10)
2. Develop skills that enable you to communicate, coach and lead effectively. (LO 5, 6, 8, 9, 10 & 11)
3. Design and implement a coaching project related to positive change in a group or individual. (LO 5, 6, 9 & 10)
4. Utilize case studies and/or work examples to resolve conflicts, delegate and build teams. (LO 1, 6, 7 & 8)
5. Describe the process of building teams related to emotional intelligence and personal and professional strengths. (LO 6, 8 & 11)
6. Examine theories of change and apply in a coaching project. (LO 1, 8 & 10)
7. Learn and apply behavioral change skills, tools and strategies. (LO 9, 10 & 11)
8. Describe International Coach Federation (ICF) core competency skills. (1 & 10)
Required Text:


Learning Strategies that will be used:
- Lecture
- Class Discussion
- Films/videos
- Readings
- Coaching Skills Lab (Individual and Group)
- Coaching Demonstrations
- Self-evaluation/reflection

Develop coaching skills by providing coaching to others (coaching project leading to 18 – 20 hours during the WIN I term).

**ATTENDANCE & PARTICIPATION:** Missing class is not something you want to do. If you miss a class, make-up work will be assigned. It is vital to this course that you master the content. The make-up work must be submitted *prior to the next class session*, which is weekly.

**CASE STUDY:** You will receive guidelines/grading rubric on this the *first night of class.* This *is worth 25% of your grade.*

**REFLECTION PAPER:** This *is worth 25% of your grade.*
You will write a reflection paper based on the book, Leadership and Self Deception. You will be given guidelines/grading rubric on the *first night of class.*

**DESIGN AND IMPLEMENT A COACHING PROJECT:** You will receive guidelines for this project during the first class. *This is worth 25% of your grade.* This also fulfills the requirement for 5 coaching sessions for certification.
GRADING SCALE:

100 – 95 = A
94 – 90 = A-
89 – 87 = B+
86 – 84 = B
83 – 80 = B-
79 – 77 = C+
76 – 74 = C
73 – 70 = C-
69 – 67 = D+
66 – 64 = D
63 – 60 = D-
59 & below = F

Academic Integrity Policy:
It is expected that you “answer the call light” for any of your fellow students. It does not matter whether or not this student is your “assigned” student for your shift…you answer their "call" for help immediately. You assist them with a smile and a sense of humor, all the while remaining respectful and treating them with dignity. If someone answers your “call light” be sure to say “thank you” and give him or her credit for the work they have done. This is referred to as citing a source. Always give your co-workers credit for their ideas and words. Failure to give credit to the people that answer your call light will result in an “F”.

Health and Wellness Coaching Certification:
Real Balance: Global Wellness Services offers national certification in health and wellness coaching. To obtain that certification, Global Wellness Services requires you to sit for an online examination. During this course, you will complete everything that is required to sit for that examination. To begin the certification process, go to their website below at the end of the course.

www.realbalance.com