

## DEPARTMENT OF NURSING EDUCATION AND HEALTH STUDIES

### COURSE OUTLINE – WINTER 2023

#### NS 2005 Innovation, Systems Thinking and Leadership in Health Care

**3 (3-0-0) 45 Hours for 15 Weeks**

**Sections: A3, B3, C3**

Northwestern Polytechnic acknowledges that our campuses are located on Treaty 8 territory, the ancestral and present-day home to many diverse First Nations, Metis, and Inuit people. We are grateful to work, live and learn on the traditional territory of Duncan's First Nation, Horse Lake First Nation, and Sturgeon Lake Cree Nation, who are the original caretakers of this land. We acknowledge the history of this land, and we are thankful for the opportunity to walk together in friendship, where we will encourage and promote positive change for present and future generations.

<b>INSTRUCTOR:</b>	<b>Susan Moodie RN, MN</b>	<b>Louise Rawluk, RN, MN</b>
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<b>OFFICE HOURS:</b>	<b>Office hours vary; consult your individual course instructor to arrange for an appointment.</b>	

#### CALENDAR DESCRIPTION:

An introduction to the concepts of innovation, health technology, systems thinking and relational leadership in a healthcare context. The course develops the knowledge, skills and values that foster personal capacity for innovation and relational leadership.

#### PREREQUISITE(S)/COREQUISITE:

**None**

#### REQUIRED TEXT/RESOURCE MATERIALS:

American Psychological Association. (2019). Publication manual of the American Psychological Association (7<sup>th</sup> ed). American Psychological Association. (Required)

Giddens, J. F. (2017). Concepts for nursing practice (3<sup>rd</sup> ed.). Elsevier. (Required)

**Note: Foundations textbooks will be used as references throughout the program. Please retain your copies as they will be required resources in future courses. This course will heavily rely on resource material that will be provided for you by your instructors in the form of excerpts from books, articles, and other chosen literature.**

### **REQUIRED RESOURCE MATERIALS:**

Students are expected to familiarize themselves with the NS2005 myClass site and its documents. Students require a computer/laptop with a working camera/microphone.

### **DELIVERY MODE(S): Lecture**

This course will be delivered on the GPRH HEC campus in a designated classroom as indicated on the student's timetable. Students are expected to attend classes in person.

### **COURSE OBJECTIVES:**

Upon completion of this course, the student must be able to:

1. Integrate the core abilities of design thinking and innovation into their own practice and learning as nursing students.
2. Appreciate the usefulness of systems thinking in the design and delivery of healthcare.
3. Differentiate the attributes and practices of relational leadership from other leadership approaches used in healthcare today.
4. Explore the contributions and challenges of health technology in the design and delivery of healthcare.
5. Discover their own personal strengths and values that will support them to be leaders of innovation.
6. Relate the processes of design thinking and innovation to inter-professional practice and teamwork.
7. Apply the practices of relational leadership, design thinking, and innovation to address a real-world healthcare challenge.

### **LEARNING OUTCOMES:**

1. Appraise leadership styles, own leadership abilities, and examine the practices of relational leadership as a style that is well-aligned with nursing
2. Identify opportunities in healthcare organizations and in population health to apply design thinking and discuss the process.
3. Explore different technologies in healthcare and link to innovation and leadership.
4. Identify opportunities for leadership in collaboration and discuss from various perspectives.

### **TRANSFERABILITY:**

Please consult the Alberta Transfer Guide for more information. You may check to ensure the transferability of this course at the Alberta Transfer Guide main page <http://www.transferalberta.ca>.

**\*\* Grade of D or D+ may not be acceptable for transfer to other post-secondary institutions. Students are cautioned that it is their responsibility to contact the receiving institutions to ensure transferability**

## EVALUATIONS:

Assignment/Course Component	2023 Due Dates/Times	Weighting
Participation Rubric	Throughout every class until April 12th	10%
Leadership Reflection Assignment: Part 1: Video Clip Discussion Posting	February 10 at 1800h	15%
Leadership Reflection Assignment: Part 2: Peer Response Discussion Postings	February 17 at 1800h	5%
Group Project Assignment	March 10 at 1800h	30%
Group Project Peer Participation Evaluation	March 17 at 1800h	5%
Comprehensive Final Exam	TBA- Scheduled during exam week April 14-24	35%

## EVALUATION DESCRIPTIONS:

**To pass NS 2005, students must complete all assignments and evaluation strategies.**

### Participation Rubric

Students are expected to attend and contribute to discussions during all classes and class activities. Individual student participation and contribution to group learning must be demonstrated during each class and throughout the course. Students are expected to be punctual, and prepared for classes, having completed the pre-readings as assigned. Students are expected to use professional language, be respectful to others in the class and consistently demonstrate professional behaviors. In keeping with professional behavior, students are asked to report any absences to the course instructor prior to the scheduled class. Unexplained absences without informing the instructor prior to class and not contributing to class and group discussion will result in a failure on the participation rubric. See Participation Rubric attached to this course outline for further details.

### Leadership Reflection Assignment

Leadership is important in all aspects of nursing. Effective nurse leadership practices help create healthy workplace environments and improve patient experiences and outcomes. It is essential for all nurses and nursing students to embrace opportunities to develop their leadership skills.

### Assignment Description - Part 1 Video Clip:

As part of a discussion posting on the NS2005 myClass site, students are to find and include a short video clip (2-4 minutes) from a movie or TV show demonstrating the qualities of a positive or negative relationship between a leader and a follower and answer the questions below.

Some ideas for movie or TV video clips include Greys Anatomy, Call the Midwife, The Good Doctor, ER, New Amsterdam, House, movies, and so many others...be creative in your search!

**The following assignment criteria must be met:**

- 1) Describe the leadership style that was depicted in the video clip that you chose. Provide your rationale.
- 2) Was the leader in the video clip a formal leader or an informal leader?
- 3) Describe the leadership qualities (good or bad) that were demonstrated in the video clip that you chose.
- 4) Describe the potential consequences (good or bad) of the leadership qualities in the clip you have chosen.
- 5) What do you believe are the ideal characteristics and qualities that a leader should have? List a minimum of 3-4 qualities and be specific.
- 6) What do you believe are the ideal characteristics and qualities that a follower should have? List a minimum of 3-4 qualities and be specific.
- 7) As a student nurse, provide two (2) examples you can do to demonstrate leadership.

Video clip discussion posts should be well articulated and composed of complete and grammatically accurate sentences with no abbreviations. Discussion posts should be a minimum of 350 words and a maximum of 500 words, size 12 font. Students must use professional language and include 2-3 references. Direct quotes should be avoided. Students are expected to add value to their discussion posts by paraphrasing and including their own thoughts, perspectives, and insights. APA formatting is expected however, students may use a first-person narrative.

**Assignment Description and Criteria - Part 2 Discussion Responses:**

Students will also be expected to respond to two (2) discussion posts from other students in the class. Discussion posts should be well articulated and composed of complete and grammatically accurate sentences with no abbreviations. Students must use professional language and responses should be 150-250 words, size 12 font. APA formatting is expected however, students may use a first-person narrative.

Response postings should be thoughtful and include the student's personal perspectives and insights. Response postings should also be related to the student's prior knowledge, work or personal experiences, and course readings. Avoid postings that are limited to 'I agree' or 'great idea', and so on. If you agree (or disagree) with a posting, then explain *why you agree/disagree* by supporting your statement(s) with concepts from the literature or by including a related example or experience.

**It is expected that ALL discussion posts are respectful and polite.** Confrontational or argumentative posts must be avoided and will result in a grade of zero.

**Group Project Assignment**

Collaboration is an essential component in the nursing profession. Collaboration as a nurse requires using the best ideas and work towards the best outcomes. Group projects require students to work together and collaborate with one another. Collaborative working groups are particularly helpful as individuals often have limited areas of expertise and can benefit from others' input, insight, experiences, and perspectives. Collaboration is an effective strategy for problem solving and leads to innovation, increased success, and improved communication.

## **Assignment Description - Group Project:**

Students are to collaborate with their assigned group members to develop a PowerPoint presentation teaching tool that addresses a health promotion topic from the list below. Students will create their project and use language suitable for a target audience of children aged 10-12 years old. Health promotion topics will be assigned to each group by the course instructor. It is expected that all members of the group collaborate and equally develop and create the project.

Completed group projects will be presented to other students in the class as determined and scheduled by the course instructor. All members of the group must equally present their project to their peers and class members. A 5–10-minute question period will follow each group project presentation and all members of the group should be knowledgeable regarding their assigned health promotion topic and prepared to answer peer and instructor questions.

Group Project Presentation Schedule: (Note: The schedule project presentation classes are subject to change):

**A3**-April 5 -April 12th

**B3**-March 31-April 10th

**C3**-April 4 - April 11th

It is an expectation that completed PowerPoint projects will be emailed to the course instructor by the due date specified on the course outline. Academic dishonesty of any kind on the project will not be tolerated and will result in a grade of zero.

### **The following project assignment criteria must be met:**

1. The focus of the PowerPoint presentation must be related to the assigned health promotion topic.
2. PowerPoint presentations must include accurate and credible information, with breadth and depth, appropriate to the target audience of 10–12-year-old children.
3. Projects should include an introduction, conclusion, title slide and a slide for references.
4. The PowerPoint presentation can be up to a maximum of eighteen (18) slides including both title slide and the references slide.
5. The assigned topics will be one of the following:
  - a. Cannabis (marijuana)
  - b. Alcohol
  - c. Effects of sugar in junk food
  - d. Effects of salt in junk food
  - e. Bullying
  - f. Vaping
  - g. Social media
  - h. Promoting self-esteem
  - i. Coping strategies
  - j. Self-harm
6. Each group member must be an active participant in the creation of the PowerPoint presentation group project.
7. Students must be creative and innovative in their project design and use of technology and outside-the-box thinking.

8. PowerPoint slides should be colorful and use images/pictures.
9. Language used must be age appropriate and avoid slang terminology and abbreviations. Font size should be legible, clear, and easy to read.
10. Ensure the PowerPoint presentation is age appropriate, demonstrates a health promotion focus, and catches the attention of the target audience.
11. APA formatted references are required. Use relevant, credible, and current sources for this project. Paraphrasing is strongly encouraged, and direct quotes should be avoided.
12. Grades will be assigned as per the Group Project Presentation Rubric.

The Group Project Presentation Grading Rubric has been attached to the course outline and posted on the NS2005 myClass site.

### **Group Project Peer Participation Evaluation**

Students will complete the Peer Evaluation for Group Work Participation document provided to evaluate the participation and collaborative behaviour of their group members. The participation evaluation scores from each of the student's group members will be combined to provide a grade. The Peer Evaluation for Group Work Participation document has been attached to the course outline and has been posted on the NS2005 myClass site.

### **Comprehensive Final Exam**

The final exam is a comprehensive exam including concepts and content covered throughout the course. Students are encouraged to prepare for this exam throughout the semester. The exam will be completed on myClass. This exam will include a variety of question formats including but not limited to, multiple-choice questions and multi-select questions. This exam will cover nursing knowledge from the course concepts, assigned readings and course activities. This exam will evaluate the student's knowledge, problem-solving, and critical thinking.

This exam will be completed in person during exam week (April 14-24) as scheduled by NWP. Instructions regarding exam location, completion, format, and proctoring will be provided to the students in advance and will be posted on the NS2005 myClass online site prior to the exam. This exam will be completed within scheduled and allotted time limits as determined by the course instructor(s). Students are expected to complete the exam individually. Academic dishonesty of any kind on this exam will not be tolerated and will result in a grade of zero.

A student who has missed a final exam because of incapacitating mental and/or physical illness or other extenuating circumstances must provide a notice of absence and a physician's sick note when applicable. A minimum of 12 hours prior to the exam, students are required to contact their course instructor(s) and request a deferred final exam. A designated date and time for the deferred exam will be determined by the course instructor(s).

## GRADING CRITERIA:

Please note that most universities will not accept your course for transfer credit **IF** your grade is **less than C-**.

Alpha Grade	4-point Equivalent	Percentage Guidelines		Alpha Grade	4-point Equivalent	Percentage Guidelines
A+	4.0	90-100		C+	2.3	67-69
A	4.0	85-89		C	2.0	63-66
A-	3.7	80-84		C-	1.7	60-62
B+	3.3	77-79		D+	1.3	55-59
B	3.0	73-76		D	1.0	50-54
B-	2.7	70-72		F	0.0	00-49

## COURSE SCHEDULE/TENTATIVE TIMELINE:

Students are to refer to the NS2005 *Course Calendar* posted on the NS2005 myClass online site for further details.

Week	Concepts and Interrelated Concepts
January 4-6	Course Orientation
January 9-13 January 16-20	Professional Identify (Interrelated concept)
January 23-27 January 30-February 3	Leadership (concept)
February 6-10 February 13-17	Technology & Informatics (concept)
<b>February 20-24</b>	<b>Family Day and Winter Break-NO CLASSES</b>
February 27- March 3	Health Care Organizations (concept)
March 6-10	Communication ((Interrelated concept)
March 13-17	Care Coordination (Interrelated concept)
March 20-24 March 27-31	Collaboration (concept)
April 3-6 April 10-12	Group Presentations <b>April 7 (Good Friday-NO CLASSES)</b>
April 16-24	Final Exam (Date to be Announced)

## **STUDENT RESPONSIBILITIES:**

Students should refer to the College Policy on Student Rights and Responsibilities at:  
<https://www.nwpolytech.ca/about/administration/policies/fetch.php?ID=69>

Note: all Academic and Administrative policies are available on the same page.

Professional responsibility for nursing students also includes attending classes. Attendance is expected, and all absences must be reported to the instructor prior to classes. Tardiness and unexplained absences for classes demonstrate unprofessional behavior and will be reflected in the Participation Rubric grade accordingly.

Active listening and participation are expected for all learning opportunities in the classroom setting. Students are expected to participate in various learning activities related to the course objectives as deemed necessary by their course instructor.

### **Important Dates:**

Students are to refer to the 2022-2023 *Northwestern Polytechnic Academic Calendar* at  
<https://nwpolytech.ca/programs/calendar/> regarding important dates.

**Last day to Add/Drop: January 13, 2023**

**Last day to withdraw from courses in most programs with a grade of “W” is March 29, 2023**

### **Nursing Program Policies:**

Students are to refer to the 2022-2023 *Northwestern Polytechnic Academic Calendar* at  
<https://nwpolytech.ca/doc.php?d=calendar2022> and the *University of Alberta Collaborative Baccalaureate Nursing Program with Northwestern Polytechnic Student Handbook* for specific nursing program policies that may pertain to the course.

### **Assignment Policy:**

To obtain credit in the course, all individual and group assignments, evaluations and the final examination must be completed. Students are expected to make every effort to complete assignments on time. Assignment submissions are expected on the date determined by course instructor(s). If extensions are necessary, they may be requested up to 48 hours prior to the assignment due date and should be submitted in writing to the faculty member involved. Not all extensions will be granted. In exceptional situations, extension requests within the 48-hour period may be considered.

Late assignments will have 5% of total marks (or one letter grade) for the assignment deducted for each day/partial day (including weekend days) beyond the due time. For example, a paper marked at B+ would receive an adjusted grade of B if handed in one day late. After 5 days, a grade of 0 will be awarded to the assignment. If the late penalty places the grade below the necessary pass grade, students will be unsuccessful in the course. When submitting assignments electronically, it is the student's responsibility to ensure the assignment has been received. Exams and other course assignments may not be rewritten for a higher grade. Concerns regarding grading are to be discussed as soon as possible with the course instructor/faculty member involved.



**Statement On Plagiarism and Cheating:**

Cheating and plagiarism will not be tolerated and there will be penalties. For a more precise definition of plagiarism and its consequences, refer to the 'Student Conduct' section of the *Northwestern Polytechnic Academic Calendar* at <https://www.nwpolytech.ca/doc.php?d=calendar2022> or the policy on 'Student Misconduct: Plagiarism and Cheating' at <https://www.nwpolytech.ca/about/administration/policies/>

**\*\*Note:** all Academic and Administrative policies are available on the same page.

**Specialized Support and Disability Services:**

Students who require accommodations in this course due to disability affecting mobility, vision, hearing, learning, or mental or physical health are advised to discuss their needs with NWP's Student Services and the course instructor.

**Communication:**

Students must use their NWP e-mail address and include a subject line when communicating with the course instructor and other faculty members. The content messages of both e-mail and voice mail must be delivered in a professional manner. Inappropriate messages may be considered "harassment." Refer to the Code of Student Behaviour Section 30.3.4(6) d. Inappropriate use of e-mail sent to fellow students and members of the Faculty of Nursing will result in disciplinary action. Please refer to the University of Alberta/NWP Collaborative Faculty of Nursing's guidelines for e-mail etiquette, the link is provided: [http://www.nurs.ualberta.ca/flex/email/Email\\_Etiquette.html](http://www.nurs.ualberta.ca/flex/email/Email_Etiquette.html)

The use of social networking services such as, but not limited to, Facebook, Instagram, Snapchat, Tik Tok, Twitter, WhatsApp, internet messaging, blogs, and wikis, are subject to the professional and ethical responsibilities outlined in the Canadian Nurses Association (2017) Code of ethics for registered nurses, and the University of Alberta Code of Student Behaviour, Section 30.3.3 Inappropriate Behaviour in Professional Programs.

**Course Material and Announcements:**

The NWP Faculty of Nursing creates a myClass site for all undergraduate nursing courses. Students are expected to access and become familiar with their myClass site at the beginning of each course and to access their myClass site on a regular basis throughout the course. Failure to do so may result in students missing important course-related information, resources, instructor feedback, and announcements. General NWP Faculty of Nursing (FON) and course announcements will be made on myClass.

**NS2005 Participation Rubric**  
**Winter 2023**

**Student Name:** \_\_\_\_\_

<b>The student:</b>	<b>Yes</b>	<b>No</b>
Attended all classes.		
If absent due to illness or other unavoidable circumstances, student informed instructor prior to class and completed remedial work as assigned.		
Demonstrated punctuality for all classes.		
Prepared for all classes by having completed the assigned pre-readings.		
Contributed to all in class discussions.		
When applicable, attended classes remotely via Zoom, remained visible to all other students and the course instructor by having the computer/laptop camera on and microphone on throughout the entire class.		
Consistently used professional language, and active listening throughout every class.		
Consistently demonstrated respectful behaviors to other students, peers, guest speakers and the course instructor and avoided side conversations while others were speaking throughout every class.		
Consistently demonstrated professional behaviors throughout every class.		
Cooperated and communicated professionally with other students, peers, guest speakers and the course instructor.		

**Comments:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Course Instructor:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## NS2005 Group Project Presentation Grading Rubric

**Group Names:**

<b>PowerPoint Presentation Evaluation Components:</b>	
Content: main points of health promotion topic are clearly presented. Information presented is accurate and credible.	/10
Breadth and depth: content demonstrates knowledge, explanation, and a deeper understanding of the assigned health promotion topic.	/10
Target Audience: content appropriate for 10–12-year-old children. Wording, sentences, and language used are appropriate for target audience. Absence of slang terminology and abbreviations.	/10
Format: slides are organized in a logical manner. Sequence of slides is appropriate. A title slide is included. Also includes a clear, concise, and well-written introduction and conclusion.	/10
Slideshow: appropriate length and within assignment guidelines of a maximum of eighteen (18) slides. Demonstrates evidence of creativity, innovation, technology, and out-of-the-box thinking in the project design.	/10
Pictures/Images: are used to enhance learning and add clarity. Effectively used to attract interest.	/10
Readability: clear, legible font size and color is used. Sentences are grammatically correct and free of spelling and punctuation errors.	/10
Design: use of slide space is appropriate. Slides are clear, bright, and colorful and add interest to the viewer. Slides are not overcrowded.	/10
References: included and are relevant, current, and integrated into the PowerPoint presentation. References also listed on references slide.	/10
Participation: all members of the group presented equally. All members were able to knowledgeably answer peer and instructor questions.	/10
Total	/100

## NS2005 Peer Evaluation for Group Work Participation

Student name: \_\_\_\_\_

- Write the name of each of your group members in a separate column below.
- For each person, indicate the extent to which you agree with the statement as described in the “Evaluation Criteria” column, using this scale: 1=strongly disagree; 2=disagree; 3=agree; 4=strongly agree).
- Total the numbers in each column.

<b>Evaluation Criteria:</b>	<b>Group member Name:</b>	<b>Group member Name:</b>	<b>Group member Name:</b>	<b>Group member Name:</b>
Attended group meetings regularly and arrived on time.				
Demonstrated flexibility and accommodation when deciding meeting times and dates.				
Contributed meaningfully to group discussions and planning.				
Completed assigned tasks as agreed upon and on time.				
Prepared work in a quality manner.				
Demonstrated a respectful, cooperative, and supportive attitude.				
Contributed equally to the success of the project.				
Worked as a valuable and effective member of the group.				
<b>Total Score:</b>				