

## Course Calendar

### CALL FOR REGISTRATIONS

November 3, 2014 – February 2, 2015

### COURSE DATES

March 2 – May 25, 2015

12 weeks @ 10 hours/week = 120 hours

## Course Purpose

This course aims to empower nurses in Latin America and the Caribbean by enhancing their understanding of nursing leadership and management principles that can be utilized in the practice of nursing.

## Specific Course Objectives

Upon completion of this course, participants should be able to:

1. Identify nursing knowledge from the natural and behavioral sciences, arts, humanities and nursing science as a basis for culturally competent nursing practice.
2. Analyze concepts of organizational theory, systems leadership, workforce development and quality improvement, utilizing evidence-based research in clinical decision making to promote safe quality care to culturally diverse persons, families and communities.
3. Understand the impact of current and emerging information management and patient care technology in nursing practice.
4. Recognize the impact of socio-politico-economic influences on the practice of professional nursing at varying governmental levels, including the role of nurse as advocate, and emphasizing the importance of interprofessional communication in improving patient health outcomes.
5. Apply ethical standards and professional values to nursing practice.

## Course Audience Requirements

This course is intended for nursing professionals with a minimum of an undergraduate-level nursing education who are seeking to enhance their leadership capacities and who meet the following professional and technical qualifications:

- Currently practicing in the nursing field (nurse clinician/manager, educator, researcher or administrator)
- Access to a computer with Internet browsing, digital file use and email capability

## Application and Enrollment

- The process of call for registrations, application, selection and course enrollment will take place online through the PAHO Virtual Campus of Public Health: <http://www.campusvirtualsp.org>
- Before completing the course application, candidates must register and create a user account on the Virtual Campus of Public Health.
- From the campus home page, click on the link labeled “How to Apply for a course?” and follow the instructions in the Account Creation tutorial to create a user account on the Virtual Campus.
- Once you have created your account, log into the Virtual Campus with your user name and password, click the tab labeled “Call for Applications” to access course information, locate the course registration link and complete the application form.
- Candidates must meet the qualifications listed under the Course Audience Requirements” section of this brochure, and must complete their online documentation by the established deadline for course applications: February 2, 2015.
- Selection of course participants is managed by the general course coordinators.
- The course is offered at no charge, and enrollment spaces are limited.



Department of Health Systems and Services  
(HSS)



Virtual Campus for Public Health  
(VCPH)  
[www.campusvirtualsp.org](http://www.campusvirtualsp.org)

UNIVERSITY OF MIAMI  
SCHOOL of NURSING  
& HEALTH STUDIES



NURSING LEADERSHIP

# Self-Learning VIRTUAL COURSE



## Nursing Leadership:

Empowering Nurses  
in Latin America  
and the Caribbean

March 2 - May 2, 2015



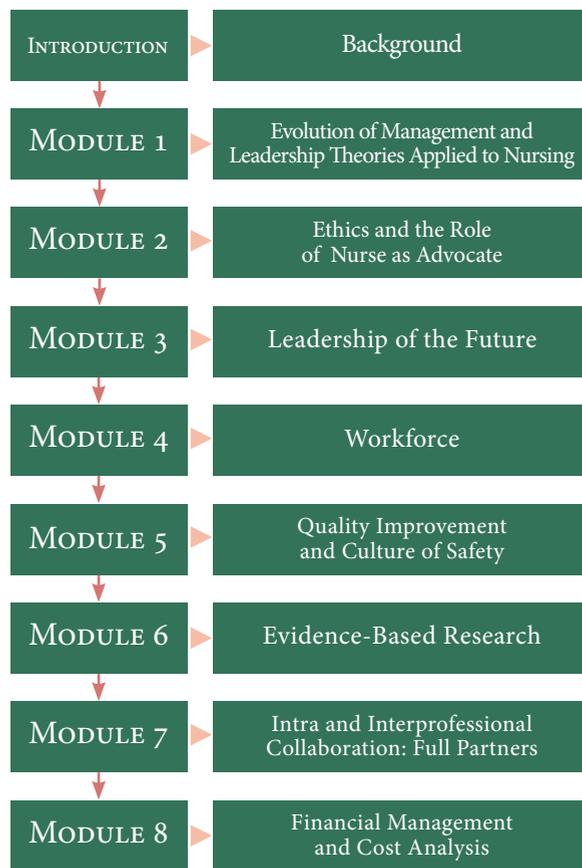
## Introduction

Universal access to health and universal health coverage imply that all people and communities have access, without any kind of discrimination, to comprehensive, appropriate and timely, quality health services determined at the national level according to needs, as well as access to safe, effective, and affordable quality medicines, while ensuring that the use of such services does not expose users to financial difficulties, especially groups in conditions of vulnerability. Universal access to health and universal health coverage require determining and implementing policies and actions with a multisectoral approach to address the social determinants of health and promote a society-wide commitment to fostering health and well-being.

To achieve the universal access and universal health coverage several factors must be in place, such as an appropriately educated, regulated and motivated cadre of nursing personnel. Development of leadership competencies in the nursing workforce is essential to the transformation of health systems. To help achieve these goals, the Pan American Health Organization / World Health Organization (PAHO/WHO) and the University of Miami School of Nursing and Health Studies WHO Collaborating Centre for Nursing Human Resources Development and Patient Safety, in collaboration with the University of the West Indies School of Nursing WHO Collaborating Centre, created this online self-learning course, which presents a synthesis of the most recent nursing leadership knowledge. It is intended for use as a resource for nurses seeking to enhance their leadership competencies to contribute to the advancement of health and the nursing profession in the Pan American region.

## Course Structure

Offered through the Virtual Campus of Public Health (VCPH) platform, this self-study/self-learning online course uses clear language, practical exercises and case studies incorporating major issues to be addressed in the development of nursing leadership competencies. The course is organized in sequential modular format, with completion of each module enabling participants to proceed to the next module at their own pace. Upon completion of all course modules, participants receive a certificate of course completion from the PAHO/WHO Virtual Campus of Public Health.



## Course Content

### Module 1. Evolution of Management and Leadership Theories applied to Nursing

- History of management styles and leadership theories
- Application of these theories to patient care settings

### Module 2. Ethics and the Role of Nurse as Advocate

- Ethics/ethical dilemmas
- Leadership roles
- Principles of ethical reasoning
- Ethics and the nursing process
- Essentials of professionalism in the workplace

### Module 3. Leadership of the Future

- Leadership Competencies
- Technology
- Leading in a rapid-change health care environment
- The role of the nurse in health policy and health systems

### Module 4. Workforce

- Staffing and safe staffing
- Generational differences in the workforce today
- Recruitment/retention
- Human resources leadership and management as applied to the nursing workforce
- Performance appraisals: Evaluating the nursing professional (in-service training)

### Module 5. Quality Improvement and Culture of Safety

- Hallmarks of an effective Quality Improvement (QI) program
- QI (JCAHO and HRSA) initiatives
- Benchmarking
- Standards and measures
- Audits/performance improvement
- Safety measures taken by nurses
- Involving patients in safety initiatives
- Shared governance in the hospital

### Module 6. Evidenced Based Research

- Process of evidenced based nursing
- Topic/problem selection,
- Knowledge of selected topic
- Selection of team
- Retrieving and applying evidence
- Foundations of conducting research

### Module 7. Intra and Interprofessional Collaboration: Full Partners

- Team building
- Coaching
- Communication/principles of communication
- Negotiation and conflict management among the team

### Module 8. Financial Management and Cost Analysis

- Budgets
- Financials/cost analysis
- Triple Aim: Cost, Quality, and Access to Care