

**KS Council of PN Educators - PN
PN Program**

KSPN Leadership, Roles, and Issues Course Syllabus

Course Information:

Course Number and Title: KSPN 012 - KSPN Leadership, Roles, and Issues

Total Credit/Contact Hours: 1.00 - 2.00

Theory Credit/Contact Hours: 1.00 - 2.00

Course Description:

This course provides orientation to leadership roles of the LPN and related responsibilities. It will introduce issues to the student they will encounter in the workplace.

Course Objectives:

1. Identify effective leadership and management skills for the licensed practical nurse.
2. Discuss how health care is provided, regulated, and financed and the impact on the delivery of healthcare in various settings.
3. Discuss how to assign client care tasks to assistive personnel commensurate with abilities, level of preparation, and regulatory guidelines and supervise care provided.
4. Communicate effectively as a leader in verbal and written format.
5. Construct examples of ethical decision-making, exhibiting tolerance of and respect for diversity in human abilities, cultures, age and beliefs.
6. Describe common legal issues for nurses including negligence and malpractice.
7. Describe common legal issues for nurses including negligence and malpractice.
8. Describe the process of attaining and maintaining licensure as a practical nurse.
9. Identify appropriate resolutions to work related challenges a practical nurse will be faced with upon entering the workforce.
10. Describe skills necessary for career placement and advancement as a licensed practical nurse.

Health Care Issues

Unit Objectives:

1. Explain methods of payment options for clients of health care.
2. Discuss issues and trends that affect financing of health care and challenges the health care industry faces in providing accessible, equitable care.
3. Examine the role of the practical nurse in cost containment.
4. Discuss current national initiatives that affect the healthcare system: a. IOM report b. National Patient Safety Goals

Organizational Issues

Unit Objectives:

1. Examine the organizational chart in relation to its implications for organizational authority, decision making, and professional control.
2. Compare and contrast nursing care delivery and its relationship to the roles of healthcare team members.
3. Examine the scope of practice in relation to the roles of RNs, LPNs, and unlicensed personnel with respect to chain of command and their relationship to the management of a nursing unit.



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4. Discuss the responsibility of the nurse in reporting unprofessional behavior such as suspected substance abuse by employees, workplace violence, and sexual harassment.

Transition Issues

Unit Objectives:

1. Describe the regulatory authority of state boards of nursing.
2. Determine how a state's nurse practice act drives nursing practice and determines its legal parameters.
3. Describe the process for obtaining employment.
4. Explore the process of transitioning to the role of new graduate and licensed nurse.
5. Compare and contrast accountability and responsibility of a licensed practical nurse.
6. Discuss anticipated challenges related to the role of the new graduate.
7. Examine the process for obtaining licensure and requirements for renewal such as continuing education.
8. List the national organizations that are available to LPNs as well as the organizations that support specialized practice.

Leadership vs. Management

Unit Objectives:

1. Compare and contrast the concepts of leadership and management.
2. Examine the difference between formal and informal leaders.
3. Review descriptions of various leadership styles and subsequent roles assumed by leaders.
4. Discuss the connection between leadership style and the employer and employee relationship.

Legal and Ethical Considerations

Unit Objectives:

1. Develop awareness of personal values and integrate a code of ethics into practice when directly or indirectly providing client care.
2. Explore the ethical and legal challenges in assisting clients and their personal support systems as they deal with end of life issues including the role of the nurse in establishing and maintaining a "do not resuscitate" (DNR) or "allow natural death"
3. Examine the five elements of liability that constitute negligence, torts of false imprisonment, assault, battery, and defamation.
4. Examine the leader's role in establishing and guiding that institution's standards for client care using institutional policies and procedures.

Leadership and influence

Unit Objectives:

1. Discuss appropriate and inappropriate uses of power and influence.
2. Explore the feelings of powerlessness and empowerment by nurses and characteristics of work environments that contribute to each.
3. Discuss leadership strategies that LPNs can employ.

Teamwork, Communication, and Conflict Resolution

Unit Objectives:

1. Explore the concept of teamwork and its relationship to productivity and job satisfaction.
2. Discuss the purpose of interdisciplinary teams and the role of the LPN.
3. Determine communication skills/strategies needed when interacting with client, families, subordinates and peers.
4. Explore the use of proper channels of communication for managing practice and client related issues in



- an organization.
5. Examine various types of conflict and conflict management strategies within the various communication styles.

Communication and Conflict Management

Unit Objectives:

1. Determine communication skills/strategies needed when interacting with clients and families
2. Determine communication skills/strategies needed when interacting with subordinates and peers
3. Explore the use of proper channels of communication for managing practice and client-related issues in an organization.
4. Compare and contrast between assertive, passive, aggressive, and passive-aggressive communication
5. Examine various types of conflict and conflict management strategies.

Clinical Decision Making

Unit Objectives:

1. Apply critical thinking in making clinical judgments in various client care situations.
2. Examine the role of group decision making and brainstorming when attempting to resolve practice or client care related issues.
3. Apply guidelines for appropriate and effective delegation.
4. Identify strategies to involve the client in care decision making.

Quality Improvement

Unit Objectives:

1. Define quality improvement and determine its relationship to safe, quality client care and institutional accreditation.
2. Review the role of regulatory agencies and other accreditation entities in establishing institutional standards and accrediting the institutions who meet those standards.
3. Examine the role of the nurse in identifying, resolving, and documenting client care issues through the quality improvement process.
4. Discuss the role of the risk management department in identifying work place threats and working to ensure the safety of clients, their families, and staff.

Career Development

Unit Objectives:

1. Examine the path nurses take when transitioning from a novice nurse to an expert nurse.
2. Discuss the role that preceptors and mentors have in assisting new graduates in becoming competent in their practice and socialized into their new role.
3. List the causes and characteristics of burnout, and strategies that can be used to reduce the likelihood of its development.
4. Examine various career paths that can promote career advancement through degree completion.

