



Healthcare Management & Leadership Development

ONE-YEAR BOARD OF GOVERNORS CERTIFICATE



Corporate Training

Research & Innovation, Lambton College
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COURSES

This program consists of three courses and you enroll in one course each term enabling you to complete the course requirement in one year to achieve a Lambton College Board of Governors Certificate.

HCML-1003 Managing Oneself and Leading Others

This course focuses on the practical understanding and application of management principles from different angles, such as managing oneself and organizational life. This course will challenge you to explore how your unique style impacts your communication, engagement, and ability to embrace change in the workplace. The study of emotional intelligence, coaching, and leaderful communications will assist you to gain the knowledge and skills that will lead to positive outcomes.

HCML-2003 Leading in Organizations and Communities

In the second course you will apply leadership techniques such as facilitation, powerful questioning, and effective listening to areas of study such as change, teambuilding, quality and Lean process improvement, and financial management. You will explore managing people and resources and reflect on your role as a leader to support and strengthen values and principles of providing health and wellness services in a caring environment.

HCML-3002 Leadership in Action

The final piece is the capstone course where you will engage in a learning project that will provide opportunity to apply knowledge and experience on effective communications and leadership. Patients/clients in our local health system live and work in the community; the capstone will encourage the exploration of patient and social issues to better understand how the health and social systems are connected. At course completion, you will develop a personal plan for further developing your leadership capabilities.

You will meet with a Capstone Advisor to develop and present your capstone learning project.



PROGRAM DESCRIPTION

The collaborative Health Care Management & Leadership Development Board of Governors certificate is a partnership between Lambton College and Bluewater Health. It is an integral component of learning and development for managers and leaders with experience in a service that impacts the determinants of health.

This program provides the insights that will help you build yourself as a leader. This course will enhance fundamental business acumen, people, and leadership skills through the exploration of aspects of human resources, finance, teams and change. Core management techniques will be applied including coaching, effective communications, and quality and continuous improvement.

This program will provide skills and knowledge to strengthen a leader's competencies by:

Providing a participative, in-person setting at Lambton College that is accompanied with community field work, project development and a panel presentation from experts in the field.

Creating an environment where students share and discuss current leadership strengths, changes and challenges.

Connecting leadership and management skills back to the various programs in the workplace.

Generating possibilities for strengthening communication skills, fostering relationships with and across teams, and developing partnerships within the broader community.

Providing opportunity for self-assessment, self-reflection, feedback and growth.

Graduating people who can bring continuous improvements to their organizations and do so in a measurable and sustainable way that enables innovation, increases effectiveness and efficiencies.

Through self-discovery, peer dialogue, and one-on-one coaching, you will gain a deeper understanding of yourself, your leadership style, and with skill development be guided to enhance your leadership potential. Students will gain a stronger understanding of community health services through attending a panel presentation from experts in the field and through participating in the capstone which will encourage exploration of patient and social issues in the community.

Who will benefit most from this program?

Graduates of this program will gain knowledge and skills to manage a diverse range of people and processes in the field of health care, public health, primary care, community care or social services. This program is best suited to individuals with leadership and management experience.

Admission Requirements

- ▶ Post-Secondary credential or equivalent
- ▶ Minimum of three years leadership/management experience in a service that impact the determinants of health