

Leadership in Healthcare

Postgraduate Diploma and MSc Courses





Postgraduate Diploma

Delivered over 1 year, the online, part-time, Postgraduate Diploma course is specially developed for busy health professionals. Formatted in 6 modules, each 6 weeks in duration; the course is designed to be practical and clinically focused.

MSc

The MSc runs over 1 calendar year. Starting with an initial 12 week online module to develop their skills in critical appraisal and knowledge of research methodologies, the students then complete the professional project module which consists of a 1200 word proposal and 10,800 word professional project.

Why study Leadership in Healthcare with us?

Taught completely online, our Postgraduate Diploma and MSc course in Leadership in Healthcare is designed to develop and improve capabilities amongst the students, thereby developing professionals who can:

1. Have a better understanding of the organisational environment around them.
2. Can face and address the challenges with knowledge and ability.
3. Can provide organisational leadership and navigate in difficult circumstances.
4. Can independently access information and use it critically to assess, evaluate and disseminate the evidence base related to leadership and management scenarios.

This course is ideal for doctors of any grade and other healthcare professionals who wish to gain vital skills in leadership and how to lead teams effectively. The Leadership in Healthcare online course combines theory and practice by applying the theoretical aspects to real life practice scenarios. During your time of study, emphasis will primarily be on the ethical aspects of leadership while gaining a fresh insight into the latest research surrounding the topic of Healthcare leadership.

Students may apply for the Masters in Leadership in Healthcare as a two-year course, firstly completing the Postgraduate Diploma (120 credits), followed by the Master's (60 credits).

Leadership in Healthcare Postgraduate Diploma

Course Modules

Our online Leadership in Healthcare Postgraduate Diploma allows you to study for just one calendar year and is a part-time, distance-learning course. The course is worth 120 credits and comprises six modules of 20 credits, each running over a period of six weeks.

Module 1 - Leadership in Healthcare

Aim of the module:

- To explore the complexities of applying leadership theories in 'real world' healthcare settings.

Synopsis of module content:

- Students will learn and understand why leaders are important and what is the difference between leadership and management, as well as understanding the varying aspects of leadership theory (authentic, charismatic, collective, leader/follower etc.) Is leadership about the individual or the social relationships? What do followers potentially admire in a person taking on the role of leadership? What is power and how does power affect the dynamics of leadership? In addition to this, a unique feature of this module will be to understand the value of ethics in organisations.

On completion of this module, students will be able to:

1. Critically appraise the role of leadership/followership and its value in complex healthcare organisational structures.
2. Critically explore and propose conditions that would improve the organisational environment in healthcare, drawing on relevant theory and practice and taking into account the complexity of interacting factors.

Module 2 - Developing Human and Organisational Potential in Healthcare

Aim of the module:

- The aim of this module is to equip leaders to better develop services by harnessing the human and organisational potential within healthcare organisations.

Synopsis of module content:

- This module combines different inspiring and motivational techniques and tools. These interventions can be used by leaders to inspire the followers and employees in the organisation. The module will help students appreciate the value of understanding the psychology of employees and how it can be improved.

On completion of this module, students will be able to:

1. Propose plans to enhance the healthcare working environment by applying theories of motivation in practice.
2. Critically interpret the effect of the organisational environment on employees in your own healthcare setting.

Module 3 - Quality, Clinical and Corporate Governance in Healthcare

Aim of the module:

- To apply the theory and practice of Clinical Governance, Quality Improvement and effective learning to complex healthcare settings.

Synopsis of module content:

- This module is aimed at giving the students some theoretical and practical knowledge, likely to be involved in improving patient safety, delivery of quality healthcare and its association with legal aspects. Students will be able to understand the corporate aspects associated with leadership and governance.

On completion of this module, students will be able to:

1. Critically appraise the role of clinical/corporate governance in improving Healthcare Organisations.
2. Demonstrate the ability to navigate the complexities of implementing clinical/corporate governance and quality agendas, alongside the philosophy of working towards a 'Just Culture' in the practice setting.

Module 4 - Career and Team Development in Healthcare Organisations

Aim of the module:

- The aim of the module is to examine a variety of team and career development tools and evaluate their role in contributing to organisational development.

Synopsis of module content:

- This module covers the practical aspects and topics related to inspiring and motivating the employees. This module covers the practical aspects and will help future leaders in healthcare to understand the practical interventions they apply to get more out of the employees and improve the organisation as a whole.

On completion of this module, students will be able to:

1. Critically analyse the role of career development tools in complex healthcare organisations.
2. Critically appraise the elements of inter-professional team working that work effectively in complex healthcare situations.



Little did I know that the MSc was going to be a significant stepping stone in my medical career! Both the diploma and MSc were invaluable in terms of expanding my knowledge and management of Diabetes Medicine, but also enhanced my critical thinking and writing skills.

- Dr Kevin Fernando

Module 5 - Strategy and Innovation for Healthcare Leaders

Aim of the module:

- To develop high level skills in understanding the value of strategy and innovation for leaders in healthcare organisations.

Synopsis of module content:

- This module will help students to learn different aspects of strategy and innovation. Students will learn theory and practical aspects, with aim to bring a positive change in the working environment in the organisation. Combining strategy and innovation in one module is aimed at creating theoretical and philosophical connection between different aspects of these two largely conceptual modalities.

On completion of this module, students will be able to:

1. Critically analyse the role of strategy in achieving aims of complex healthcare organisations.
2. Critically analyse the means of developing a culture of innovation in healthcare organisations.

Module 6 - Change Management in Healthcare Organisations

Aim of the module:

- To develop flexible leadership skills to more effectively lead change within complex healthcare organisational structures.

Synopsis of module content:

- This module combines all the knowledge of previous 5-modules to deliver the most important outcome: "The Change". Students will be able to understand the difference between Change Leadership and Change Management. Also, what are the resistors to change? What techniques and/or approaches can help guide change?

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"When I enrolled into the course I had no idea about the opportunities it would provide me with. Having my first paper published through this course helped me overcome my apprehensions of academic writing and made me more confident to pursue it further. "

- Rutu Dave



On completion of this module, students will be able to:

1. Critically analyse a range of models of change, synthesising and selecting appropriate models for different situations.
2. Using an appropriate theoretical framework implement a change process taking into account organisational culture, climate and personal responses to change.

Teaching Methods

Our courses are conducted entirely online through self-directed distance learning. However, you will receive guidance throughout with tutor-stimulated academic discussions, which are based on clinically-rich case scenarios. These usually occur within groups of 10-15 students, allowing you to clearly communicate with both your tutor and fellow students.

You will participate in a combination of group and individual activities, which are recorded in a reflective journal. This innovative teaching method enables you to envisage the translation of your studies into your every day work and practice.

Our dedicated Student Support Team are also available to help with any problems you may face. From navigating our online platform to advising you on deadlines, our team can assist with any questions or challenges you may have along the way.

Study skills week

Once you have secured your place on the course, you will be invited to a Study Skills week webinar. This will give you the opportunity to participate in workshops on Harvard referencing, scientific and reflective writings, and levels of evidence in preparation for your studies. It is not compulsory for you to attend our Induction Day but it is recommended, as it'll provide you with a sturdy introduction to the course.

Leadership in Healthcare

Postgraduate Diploma

Entry Requirements

Documents required:

- A copy of your updated CV including your address and date of birth.
- A copy of your undergraduate degree certificate.
- The name and email address of someone who is able to provide a reference, this can be a work colleague, employer or former tutor.
- A detailed personal statement explaining why you would like to undertake the course.
A copy of your proof of English competency.

Health professionals working within a clinical setting, both UK and overseas, with a related Healthcare Science degree (including international qualifications) are eligible to apply for the Postgraduate Diploma in Leadership in Healthcare.

Applicants without the above academic criteria but relevant/suitable experience can apply. Applications will be judged on the individual specifics of background and qualifications including ability to work at Postgraduate level (applicants may be asked to submit a piece of work for assessment to confirm that they are able to work comfortably at postgraduate level and demonstrate requisite clinical/professional knowledge).

Applicants should submit copies of the following with their application:

Proficiency in the English language is also essential to complete our courses. If English is NOT your first language, we ask for proof of competency during the application process. We are able to accept an IELTS overall score of 6.0 (with a minimum of 5.5 for each band) or an equivalent qualification.



Leadership in Healthcare MSc

Course Modules

Module 1 - Research Methodologies and Critical Appraisal

Aim of the module:

- This module is designed to help students recognise, understand, interpret and apply methods used in healthcare research and critically appraise the various methodologies specific to leadership research.

Synopsis of the module:

- Concepts and Measurement
- Literature Review
- Data Collection Techniques
- Qualitative Methods
- Quantitative Methods
- Data Analysis - Qualitative
- Data Analysis - Quantitative
- Philosophy and Ethics of Research

On completion of this module, students will be able to:

1. Analyse and interpret research in leadership and management within healthcare settings.
2. Selectively adopt, analyse and apply research tools to answer research questions in healthcare leadership and service development.

Module 2 - Professional Project

Aim of the module:

- To develop an ability to critically evaluate areas of professional practice.
- To critically appraise specific areas of clinical, research and organisational practice.
- To develop skills in independent research and study.
- To develop skills relevant to scientific publications.

Synopsis of the module:

- The module will depend on the creation of a piece of work based upon a specific clinically related project relevant to the student's practice.

This project may comprise:

- Literature review and appraisal of the evidence.
- Audit of practice including organisational or clinical.
- Review and implementation of evidence-based practice.
- Qualitative or quantitative research (formal research involving human subjects is not anticipated).
- Case-based and quality of service review with critical appraisal.

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On completion of this module, students will be able to:

1. Design and undertake a research/development project related to healthcare leadership.
2. Critically evaluate practice/health service delivery and suggest improvements for change.

Teaching Methods

Module 1 - Research Methodologies and Critical Appraisal

MSc teaching methods for this module are similar to the Postgraduate Diploma course modules, however it is run over 12 weeks.

Module 2 - Professional Project

To produce the professional project, students continue to use the online course; however much of the work is self-directed.

Students are expected in the first 8 weeks to interact with their tutor on a weekly basis.

Students select a specific project and submit a project summary/ proposal (approximately 1,200 words).

Once the proposal has been approved, the professional project (10,800 words) itself is then completed through online guidance and supervision offered by the tutor. The student and tutor will interact regularly (weekly) on the dedicated students/ tutor discussion area or through any other means of communication deemed appropriate by both parties (telephone/ SKYPE/ email). Note of any verbal communication with the tutor is recorded in the student's journal by the student.

Entry Requirements

Entry to the one year Leadership in Healthcare MSc will require successful completion of the Leadership in Healthcare Postgraduate Diploma (120 credits). This can be from Diploma MSc, the University of South Wales or another UK university (having completed similar modules). We can discuss this with you during your application.

Individuals who have not completed the postgraduate diploma can apply for the Leadership in Healthcare MSc as a two year course consisting of eight modules (180 credits) with the first 120 credits deriving from the postgraduate diploma.

Entry requirements for the two-year course are as for the Postgraduate Diploma.

Applicants should be working in a clinical setting, either in the UK or overseas, and have a science degree in a relevant subject.

You will also need to submit copies of the following with your application:

- Qualification certificates
- A maximum of two professional and/or academic references
- IELTS score of 6.0 with a minimum of 5.5 for each band (or an equivalent qualification)

Graduates of this course will receive a Master of Science award from the University of South Wales, Diploma MSc's collaborative partner. The Leadership in Healthcare MSc course provides a progression route for the Postgraduate Diploma course in Leadership in Healthcare.



What do our students think?

Since 2010, over 1000 students have progressed their medical career by enrolling in one of our qualifications. We ourselves have learned a lot during this time and continually seek to improve the student learning experience. Here is what some of our previous students have said:

"I found the online learning very interesting. It enabled me to save money and time."

Dr Imad Eddin Rahamtalla, Doctor

"I strongly recommend Diploma MSc to all those busy physicians who are working in remote areas and wish to upgrade their knowledge."

Dr Junaid Zaffar, Diabetologist

"The learning was fun and enjoyable. The course was awesome and it increased my confidence."

Dr Sankar Nath Jha, Assistant Professor





"I found learning with Diploma MSc interesting, it helped to update my academic knowledge."

Dr Prasanth Kinattupurayil, Doctor

"I love that it was flexible and that I could log in at my convenience. I found this course to be very in-depth, informative, challenging and stimulating."

Kerri-Ann Best PGDip, RD



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