

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet: *Vodenje v zdravstvu*
Course title: *Management in Health Care*

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Edukacija in menedžment v zdravstvu – 3. stopnja, doktorski program	/	2.	3.
<i>Education and Management in Health Care- 3rd cycle</i>	/	2 nd	3 rd

Vrsta predmeta / Course type

obvezni/obligatory

Univerzitetna koda predmeta / University course code:

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
45	45	0	0	0	285	15

Nosilec predmeta / Lecturer:

prof. dr. (Republika Finska) Danica Železnik

Jeziki / Languages:

Predavanja / Lectures: slovenski/Slovenian
Vaje / Tutorial: slovenski/Slovenian

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:

Vpis v drugi letnik študijskega programa.

Prerequisites:

Enrolment in the second year of the study programme.

Vsebina:

Vsebina

- Teorije o kompleksnosti, načela in pristopi.
- Teoretični pristopi vodenja v kompleksnem spreminjajočem okolju.
- Kompetence in področja vodenja.
- Organizacijska odličnost.
- Vodenje transformacijskih sprememb.
- Metodologija inovativnega vodenja - uvajanje inovacij difuzija inovativne teorije.
- Izgradnja novih modelov vodenja zdravstvenih sistemov.
- Analiziranje sistemov in uvajanje inovacij.

Content (Syllabus outline):

Contents:

- Theories of complexity, principles and approaches.
- Theoretical approaches of management in complex changing environment.
- Competences and fields of management.
- Organisational excellence.
- Managing transformational changes.
- Methodology of innovative management - introducing innovations, diffusion of innovative theory.
- Building new models of managing healthcare systems.

- Analysing systems and introducing innovations.

Temeljni literatura in viri / Readings:

- Buchbinder , S., Shanks, N. Health Care Management. Boston: Jones and Bartlett Publishers; 2007:1-111.
- Malloch, K., Porter O. grady. The Quantum Leader. Boston: Jones and Bartlett Publishers. 2005:1-56.
- Huber D. Leadership and Nursing Care Management. Third Edition: Iowa: Elsevier; 2006:1-58.
- Donaldson L. Diffusion of Innovations in Health Service Organizations. London: BMJ, Blackwell Publishing: 20-47;199-218.
- Kovač J. Sodobne oblike in pristopi pri organiziranju. Univerza v Mariboru, FOV: Kranj: 1999: 7-40.

Cilji in kompetence:

- pridobi znanje o teoriji kompleksnosti, postmoderni teoriji, teoretičnih konceptih, načelih kvantnega vodenja;
- zna in razume značilnosti vodenja kompleksnih adaptivnih sistemov in razvije mentalni model vodenja zdravstvene organizacije;
- uporablja kompleksno mišljenje in sintetizirati koncepte kvantnega vodenja za razvoj sodobnih sistemov in procesov v poslovnem okolju zdravstva;
- pridobi znanje za razlikovanje in analiziranje različnih modelov vodenja;
- uporabi znanje in sposobnosti za analiziranje novih kompetenc in področij dela vodij;
- pridobi znanje o vodenju transformacijske spremembe in uporabi koncept pri preoblikovanju modela vodenja v klinični praksi;
- znanje in razumevanje, sposobnosti za koordiniranje multidisciplinarnega, integriranega pristopa zdravstvene obravnave;
- pridobi znanje za raziskovanje in uvajanje vodenja novega modela v zdravstvu za izboljšanje izvedbe storitev, kliničnih izidov, kakovosti in učinkovitosti.

Objectives and competences:

- to acquire knowledge on the theory of complexity, postmodern theory, theoretical concepts, principles of quantum management;
- to know and understand the characteristics of managing complex adaptive systems, and to develop a mental model of managing a healthcare organisation;
- to use complex thinking processes and to synthesise the concepts of quantum management for developing contemporary systems and processes in business environment in health care;
- to acquire knowledge for differing and analysing different models of managing;
- to use the knowledge and competences for analysing new competences and areas of work of managers;
- to acquire knowledge on managing transformational changes and use the concept in transforming the model of management in clinical practice;
- knowledge and understanding of competences for coordinating a multidisciplinary, integrated approach of healthcare treatment;
- to acquire knowledge for research and introduction of new managing model in health care for improving the implementation of services, clinical results, quality and effectiveness.

Predvideni študijski rezultati:

Intended learning outcomes:

Student:

- Pozna Teorije o kompleksnosti, načela in pristopi.
- Razume teoretični pristope vodenja v kompleksnem spreminjajočem okolju.
- Razvije kompetence za področje vodenja.
- Usposobi se za vodenje sistema, ki stremlji k organizacijski odličnosti.
- Razvije kompetence za vodenje transformacijskih sprememb.
- Pozna metodologijo inovativnega vodenja - uvajanje inovacij difuzija inovativne teorije.
- Skrbi za razvoj novih modelov vodenja zdravstvenih sistemov.
- Usposobi se za analiziranje sistemov in uvajanje inovacij.

Students:

- Know the theories of complexity, principles and approaches.
- Understand the theoretical approaches of management in complex changing environment.
- Develop competences for the area of management.
- Are qualified for managing systems, directed towards the organisational excellence.
- Develop competences for managing transformational changes.
- Know the methodology of innovative management - introducing innovations, diffusion of innovative theory.
- Take care of building new models of managing healthcare systems.
- Are qualified for analysing systems and introducing innovations.

Metode poučevanja in učenja:

- *predavanja* z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri, reševanje problemov),
- *seminarji*:
 - študij primera iz prakse,
 - načrt za raziskovalno-projektno delo,
 - izvedba raziskave (voden individualni študij),
 - izdelava, predstavitev in zagovor raziskovalne naloge.
- konzultacije (individualne in kolektivne).

Learning and teaching methods:

- *lectures* with active student participation (explanation, discussion, questions, examples, problem solving),
- *seminars*:
 - studying an example from practice,
 - a plan for research-project work,
 - research implementation (guided individual study),
 - preparation, presentation and defence of the research paper.
- consultations (individual and group);

Delež (v %) /
Weight (in %)

Načini ocenjevanja:

<p>Načini:</p> <ul style="list-style-type: none"> • aktivno sodelovanje v organiziranih oblikah pedagoškega dela, • temeljna ali aplikativna raziskovalna naloga z zagovorom (obseg 30.000 znakov) - 100 % ocene. <p>Ocenska lestvica: uspešno, neuspešno.</p>

Assessment:

<p>Types:</p> <ul style="list-style-type: none"> • active cooperation in the organised forms of study work, • fundamental or applicative research paper with defence (30,000 characters) - 100 % of the final grade. <p>Grading scale: pass, fail</p>
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