

Module specification

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Module Code	ONL718
Module Title	Conceptualising Leadership in Healthcare
Level	7
Credit value	15
Faculty	Wrexham Business School
HECoS Code	100088
Cost Code	GABP
Pre-requisite module	NA

Programmes in which module to be offered

Programme title	Core/Optional/Standalone
MBA Health Management (Online)	Core

Breakdown of module hours

Learning and teaching hours	15 hrs
Placement tutor support hours	0 hrs
Supervised learning hours e.g. practical classes, workshops	0 hrs
Project supervision hours	0 hrs
Active learning and teaching hours total	15 hrs
Placement hours	0 hrs
Guided independent study hours	135 hrs
Module duration (Total hours)	150 hrs

Module aims

This module aims to facilitate students' conceptualisation of leadership, culture and climate within the Health Care sector. It discusses the application of leadership in practice, examining the unique challenges in leadership in the current healthcare culture and climate, inviting students to investigate real life solutions to ongoing leadership issues at all levels.

Module Learning Outcomes

At the end of this module, students will be able to:

1	Through a reflective lens, synthesise the theoretical underpinnings of effective management practice and skills.
2	Critically analyse the nature, role and tasks of people management.
3	Synthesise and apply knowledge to practice of the factors influencing individual behaviour in organisations.

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

You must present critical discussion and analysis of academic theory and literature to successfully meet the learning outcomes.

Assessment 1: Reflective Practice (LO1)

You are to present a written reflection, evidencing reflective practice. You will synthesise the theoretical underpinnings of effective leadership practice and skills within healthcare. You will critically analyse the nature, role and tasks of leading people and the influencing behaviour of others, applying evidence and understanding of knowledge to practice.

Assessment 2: Literature review (LOs2&3)

You are to write a literature review where you will consider the dichotomy between hierarchical structures within the healthcare system, and the need for a collaborative and diverse network of multi professionals.

Assessment number	Learning Outcomes to be met	Type of assessment	Duration/Word Count	Weighting (%)	Alternative assessment, if applicable
1	1	Coursework	800	40%	N/A
2	2, 3	Coursework	1,200	60%	N/A

Derogations

None

Learning and Teaching Strategies

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. On-line material will provide the foundation of the learning resources, requiring the students to log-in and engage on a regular basis throughout the eight-week period of the module. There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range of digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to a help-line for additional support and chat facilities through Canvas for messaging and responding.

Welsh Elements

Every student has the right to submit written work or examinations in Welsh. All Welsh speaking students have the right to a Welsh speaking tutor. Elements of the Welsh language and culture will be embedded throughout the module where possible.

Indicative Syllabus Outline

Leadership
Management of transformational change
Motivation
Motivational interviewing
Coaching groups and teams
Management of people and attitudes
Corporate responsibility
Power, politics and conflict.

Indicative Bibliography

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads:

Boland, E., Martin, I., Jordan, B., Decker-Tonnesen, P. and Bhagra, A. (2025), 'Enhancing Belonging in Healthcare: A Commentary on Strategies for Organizational Leadership', *Journal of Healthcare Leadership*, Vol.17, pp. 117–121. DOI: 10.2147/JHL.S473636.

Eljiz, K., Derrett, A. and Greenfield, D. (2025), 'Key Lessons for Excellent Healthcare Leadership—a Systems Lens to Drive Safe, Quality Outcomes', *International Journal for Quality in Health Care*, Vol.37, No.2,. DOI: 10.1093/intqhc/mzaf035.

Hargett, C., Doty, J., Hauck, J., Webb, A., Cook, S., Tsipis, N., Neumann, J., Andolsek, K. and Taylor, D. (2017), 'Developing a Model for Effective Leadership in Healthcare: A Concept Mapping Approach', *Journal of Healthcare Leadership*, Vol.9, pp. 69–78. DOI: 10.2147/JHL.S141664.

Mullins, L. and Rees, G. (2023), *Management and Organisational Behaviour*. 13th ed. Harlow: Pearson Education, Limited.

Other indicative reading:

Belrhiti, Z., Nebot Giralt, A. and Marchal, B. (2018), 'Complex Leadership in Healthcare: A Scoping Review', *International Journal of Health Policy and Management*, Vol.7, No.12, pp. 1073–1084. DOI: 10.15171/ijhpm.2018.75.

Administrative Information

For office use only	
Initial approval date	12/07/2019
With effect from date	23/09/2019
Date and details of revision	01/2026 Modification to assessment strategy and updates to module aims, syllabus and bibliography. 02/26 Administrative correction to Learning strategy and removal of formative assessment. 06/26 Revalidation
Version number	4