



COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
Leadership and Collaboration in Healthcare: Fostering Effective Interdisciplinary Teams	

Academic staff	Core academic unit(s)
Coordinating: Prof. Dr. Vaiva Hendrixson Others: Prof. Dr. Natalja Istomina, Assoc. Prof. Dr. Indrė Trečiokienė	Department of Physiology, Biochemistry, Microbiology and Laboratory Medicine, Institute of Biomedical Sciences, Faculty of Medicine, Vilnius University; M. K. Čiurlionio g. 21, Vilnius Department of Nursing, Institute of Health Sciences, Faculty of Medicine, Vilnius University; M. K. Čiurlionio g. 21, Vilnius, Vilnius Pharmacy and Pharmacology Center, Institute of Biomedical Sciences, Faculty of Medicine, Vilnius University; Geležinio Vilko g.29a, Vilnius

Study cycle	Type of the course unit
First and second	Elective

Mode of delivery	Semester or period when it is delivered	Language of instruction
Face-to-face, remote, blended (hybrid)	Spring	English

Requisites	
Prerequisites: B2 level English proficiency; prior completion of an introductory course in medicine, pharmacy, nursing, or a similar healthcare or pharmaceutical care course; familiarity with healthcare system legislation	Co-requisites (if relevant): none

Number of ECTS credits allocated	Student's workload (total)	Contact hours	Individual work
5	136	68	68

Purpose of the course unit		
The aim of this course is to equip students with essential knowledge, skills, and attitudes to become proficient leaders, effective collaborators, and strong team players in healthcare environment. By integrating theoretical concepts with practical experience, this course aims to nurture a new generation of healthcare professionals who can navigate the complexities of modern healthcare systems, lead with empathy, collaborate seamlessly, and work cohesively in diverse teams.		
Learning outcomes of the course unit	Teaching and learning methods	Assessment methods
<ul style="list-style-type: none"> To be able to understand and explain the leadership principles, define various leadership styles and theories applicable in healthcare settings, and to analyze the role of emotional intelligence and self-awareness in effective leadership. 	<ul style="list-style-type: none"> Lectures (including virtual and pre-recorded) Seminars 	<ul style="list-style-type: none"> Rubric

<ul style="list-style-type: none"> To foster teamwork: understand the importance of teamwork in patient care and safety To promote a culture of continuous improvement: demonstrate ability to engage in peer-to-peer reflection and feedback; engage in self-reflection. To demonstrate cultural competence and inclusivity: recognize and appreciate cultural diversity in healthcare contexts To develop collaborative skills: demonstrate active listening, conflict resolution, and negotiation skills 	<ul style="list-style-type: none"> Practical assignments in interdisciplinary teams Peer-to-peer teaching/learning (with supervision and facilitation of the teacher) 	<ul style="list-style-type: none"> Formative assessment: feedback, self-reflections, reports
<ul style="list-style-type: none"> To cultivate ethical and professional attitudes: recognize ethical dilemmas in healthcare leadership and collaborate on ethical decision-making; uphold the highest standards of professionalism, integrity, and empathy in all interactions with patients, colleagues, and staff. To understand the role of technology and data analytics in healthcare leadership and decision-making; utilize healthcare technologies to improve communication, collaboration, and patient outcomes. To advocate for patient-centered care: understand the importance of patient-centered care and involve patients and their families in decision-making process; advocate for the rights and well-being of patients, ensuring their voices are heard and respected within the healthcare system. 	<ul style="list-style-type: none"> Small groups discussions Flipped-classroom Group work Independent work 	<ul style="list-style-type: none"> Formative assessment: group project, peer to peer assessment

Content	Contact hours							Individual work: time and assignments	
	Lectures	Tutorials	Seminars	Workshops	Laboratory work	Internship	Contact hours, total	Individual work	Tasks for individual work
1. Introduction to leadership in healthcare: leadership in a healthcare context; theories and styles applicable to healthcare; evolution of leadership in healthcare settings.	2		2					6	Rubric creation, reading literature
2. Building interdisciplinary teams: characteristics of high-performing healthcare teams	2		2					6	
3. Effective communication within teams: communication techniques and tools; overcoming communication barriers in healthcare; case studies on successful team communication.	2		4					6	

4. Conflict resolution in healthcare teams: identifying and understanding sources of conflict; techniques for mediating and resolving conflicts	2		4					6	Scenario writing, preparing for role-play task
5. Cultural competency and diversity: fostering inclusivity and respect in diverse teams; cultural competence in patient care and team interaction; managing diversity: challenges and opportunities.	4		4					6	
6. Team coordination and collaborative decision making: decision-making models in healthcare teams; collaboration for clinical decision making	2		4					6	Working on group project
7. Leadership development and succession planning: identifying and cultivating leadership potential; mentoring and coaching in healthcare; planning for future leadership and team development.	2		4					6	Working on group project
8. Quality improvement and safety: role of teamwork in patient safety and quality improvement; implementing quality improvement initiatives; metrics and evaluation of team-based quality interventions.	2		4					6	Working on group project
9. Legal and ethical considerations for healthcare teams: understanding ethical leadership and its impact; legal responsibilities within healthcare team dynamics; ethical decision making in interdisciplinary settings.	2		4					6	Working on group project
10. Technology and team leadership: digital tools for team collaboration; leading remote and virtual healthcare teams; technology-driven healthcare innovations.	2		4					6	Working on group project
11. Creating sustainable team culture: strategies for long-term team motivation and retention; building a culture of continuous learning and improvement; work-life balance and burnout prevention. Project presentations			8					4	Working on group project
12. Wrap-up of the course: reflections and feedback			2					4	
Total	22		46					68	68

Assessment strategy	Weight %	Deadline	Assessment criteria
Formative assessment	60%	during semester	<p>The student must be:</p> <ul style="list-style-type: none"> Actively involved in discussions and role-playing activities. Engaged in teamwork, contributing to group projects and team-based assignments. Able to apply leadership theories and principles to hypothetical scenarios. Creative, taking initiative, sharing knowledge with classmates, thinking critically, and able to give and receive constructive feedback. Capable of working both individually and as part of a team in culturally diverse groups. Able to review, summarize, and present work to classmates. Competent in identifying, mediating, and resolving conflicts during role-play exercises. Able to demonstrate self-awareness and identify areas for personal development. <p>Assessments:</p> <ul style="list-style-type: none"> Rubric: 20% Group project: 20% Peer-to-peer assessment: 20% Requirements presented with each request. A 10-point grading system is used.
Written paper/self-reflection	40%	during semester	A written assignment will include a Leadership Self-Assessment Report (written paper). Requirements presented during first meeting
Final Summative Assessment	100%	At the end of the course/semester	Final Assessment = (Formative Assessment x 0.6) + (Written Paper x 0.4)

Author (-s)	Publishing year	Title	Issue of a periodical or volume of a publication	Publishing house or web link
Required reading				
Neil E. Grunberg	2024	Multidisciplinary Teamwork and Interprofessional Partnerships in Healthcare Settings		https://www.intechopen.com/chapters/1184943
Pauline O'Reilly, Siew Hwa Lee, Madeleine O'Sullivan, Walter Cullen, Catriona Kennedy, Anne MacFarlane	2017	Assessing the Facilitators and Barriers of Interdisciplinary Team Working in Primary Care		https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0177026
Neil E. Grunberg	2024	How to AID Leadership and Followership in Multidisciplinary Healthcare Teams		https://www.intechopen.com/chapters/1178588

Anna T. Mayo, MS and Anita Williams Woolley	2016	Teamwork in Health Care: Maximizing Collective Intelligence via Inclusive Collaboration and Open Communication		https://journalofethics.ama-assn.org/article/teamwork-health-care-maximizing-collective-intelligence-inclusive-collaboration-and-open/2016-09
<u>Annette M. Hintenach, Judith L. Howe</u>	2019	Interprofessional Care: Why Teamwork Matters"		https://link.springer.com/chapter/10.1007/978-3-030-19625-7_39
<u>Stephen A. Spates, Catherine Y. Kingsley Westerman, Leslie A. Laam, Ryan Goke</u>	2020	Exploring Challenges of Hospital Chaplains in Transdisciplinary Teams Stephen A. Spates 1 *, Catherine Y. Kingsley Westerman2, Leslie A. Laam3 and Ryan Goke4		https://www.frontiersin.org/journals/communication/articles/10.3389/fcomm.2020.582626/full
Gary L Kreps	2016	Communication and Effective Interprofessional Health Care Teams		https://clinmedjournals.org/articles/ianhc/international-archives-of-nursing-and-health-care-ianhc-2-051.php
Pauline O'Reilly, Siew Hwa Lee, Madeleine O'Sullivan, Walter Cullen, Catriona Kennedy, Anne MacFarlane	2017	Understanding Teamwork in Rapidly Deployed Interprofessional Teams in Intensive and Acute Care		https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0177026
Recommended reading				
Arleta Anna Franczukowska, Eva Krczal, Christine Knapp, Martina Baumgartner		Examining ethical leadership in health care organizations and its impacts on employee work attitudes: an empirical analysis from Austria		https://www.emerald.com/insight/1751-1879.htm
Jan B. Schmutz, Laurenz L. Meier, Tanja Manser	2019	How Effective is Teamwork Really?		https://bmjopen.bmj.com/content/bmjopen/9/9/e028280.full.pdf
<u>Leah M. Omilion-Hodges, Rebecca Imes, Jennifer Hester</u>	2021	Team and Leader Communication in the Healthcare Context		https://www.frontiersin.org/journals/communication/articles/10.3389/fcomm.2021.669399/full
Christina Pellegrini	2016	Leadership, Communication, and Healthcare: Collaborative Healthcare Teams		https://macsphere.mcmaster.ca/bitstream/11375/20347/1/Pellegrini_Christina_S_2016August_communicationandnewmedia.pdf