



# GIVING HEALTHCARE A CHECK-UP

## Online Master of Arts in Organizational Leadership Healthcare Concentration

### Healthcare Needs are Changing

The M.A. in Organizational Leadership with a Healthcare concentration is designed for those in the healthcare field who would like to update or add to their healthcare leadership skills. In this program, an emphasis is placed on organizational management with current policy updates and ethical leadership development in the changing healthcare environment.

### A Flexible, Faster Timeline

The CLU MOL with a Concentration in Healthcare is an affordable 13-month program for full-time students. You'll apply what you've learned to your current employment and your job responsibilities can be incorporated into your academic assignments.



100%  
ONLINE  
—BY—  
DESIGN



[claremontlincoln.edu](http://claremontlincoln.edu)

- Affordable
- Accessible
- Life-Changing
- World-Changing

### Your Experience Counts with Us

You could be closer to your degree than you realize. CLU works with you in a seamless process to assess past certificates, transfer credits, and even work experience that may apply to your program. Every situation is totally unique, so we take each on a case-by-case basis.



100% ONLINE



13 MO. PROGRAM\*



\$18,150 PROGRAM COST



ACCREDITATION

No GRE or GMAT Required

\*Program is designed for students to complete in 13-26 months dependent on full-time or part-time enrollment.

For more information, email [admissions@claremontlincoln.edu](mailto:admissions@claremontlincoln.edu)



# MOL HEALTHCARE

The CLU online healthcare concentration equips students with the faculties to lead the changing healthcare environment through the development of interpersonal competencies, critical thinking, and ethical reasoning. Immersed in constructivist, collaborative online courses, students engage in peer-to-peer exchanges, active participation in discussion forums, and critical dialogue and debate with instructors to prepare them to create positive and sustainable change within the healthcare field. This degree is specifically well-suited for students who currently work in the healthcare field with one to three years of healthcare experience and are interested in the theories and practices of managers and leaders within the field in order to advance in the field of healthcare.

**Program Learning Objectives:** After completing the M.A. in Organizational Leadership students will be able to:

- Apply awareness of self and the multi-faceted perspectives of others to lead in local and global contexts to reach common goals.
- Assess the cause of conflict in organizational settings and apply strategies to resolve and leverage conflict in diverse environments.
- Lead ethically and responsibly in positions of power in a workplace, community, or organization.
- Demonstrate the interpersonal and engagement skills necessary for effective leaders to achieve innovative and collaborative resolution to community and organization issues.
- Articulate and apply the major theories and principles of leadership, conduct analysis and recommend appropriate change strategies.
- Research, design, develop, and implement a capstone project plan to affect positive change in an organization.

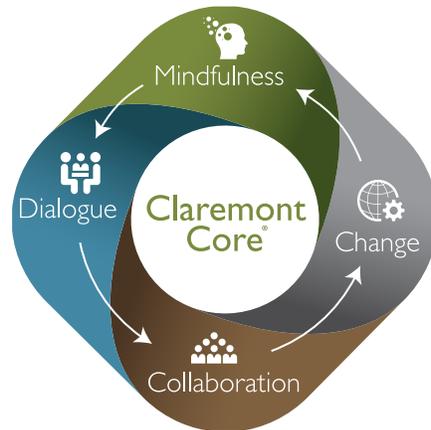
**Program Learning Objectives:** After completing the Master of Arts in Organizational Leadership with a Concentration in Healthcare students will be able to:

- Evaluate and analyze leadership problems and solutions within the field of healthcare and develop an understanding of the current healthcare reform environment in the U.S.
- Identify effective practice in healthcare operations by analyzing the complexity of the finance functions and reimbursement systems and the laws governing regulations.
- Synthesize the major theories and principles of leadership and ethics, conduct personal and organizational analysis, and develop behavioral change strategies in healthcare organizations.

## THE CLAREMONT CORE®

### Essential Leadership Skills

The Claremont Core® is our foundation for leadership empowerment and it's embedded in every program and everything we do.



### The CLU Difference

#### MINDFULNESS

Understanding the interconnected elements of the self to elevate leadership.

#### DIALOGUE

Active listening to empower genuine dialogue with others who are different from us.

#### COLLABORATION

Leveraging the intelligence of diverse stakeholders to find common purpose.

#### CHANGE

Adapt from Core process learnings to form a plan, enact and catalyze sustainable, meaningful change.

### The CLU Capstone

Based on the Claremont Core® and building on self-understanding, dialogue, facilitation, and collaboration skills, learners apply research and leadership knowledge to create a tangible, visible outcome of learning applied to the workplace.



# MOL HEALTHCARE COURSES



## **MFI5300 Finance & Accounting for Managers (3 units)**

An overview of the financial accounting and reporting process for managers is the focus of this course. It is designed to facilitate understanding of the financial reporting process and forecasting for strategic thinking and informed decisions. Students will use various data analysis tools to make judgements about a firm's financial condition in an ever-changing business landscape. Key topics include the time value of money, cost and value, the fundamental relationship between risk and return, choosing investment projects that support firm strategy, alternative financing decisions, and sustainable business practices.

## **MPM 5300 Project Management (3 units)**

This course covers the broad range of factors that the student needs to know to design, implement, and trouble-shoot high quality programs or projects. It details the phases of program development from design to evaluation and continuous quality improvement. Students will become familiar with several project management tools including GANTT charts, flowcharts, RACIS, and others. The course also provides students with various project documentation tools, both paper-based and electronic for team monitoring and communication. Case studies will augment the student's understanding of real-world application of project management tools.

## **MAC5300 Leadership in Action (3 units)**

Leadership in action is designed to support the exploration of leadership through self-reflection and assessment, including creating a personal mission statement and developing a leadership philosophy. Students will review a variety of leadership assessments, theories, and strategies on power dynamics, decision making, ethically addressing toxic leadership, conflict resolution, communication, and cultural awareness. Students will explore practical and experiential leadership styles and consider consequences of choices in the role of leading others. In addition, students will review and apply research strategies to develop knowledge and skills preparing for the capstone project. The course topics center around developing key leadership and action research skills to understand influencers in the social change process.

## **MHA5302 Challenges in Health Services Delivery (3 units)**

This course is designed to provide an extensive and critical overview of issues, responses, and challenges in health services delivery, population health, and health policy in the United States. The course will examine efforts made to respond to, organize, deliver, and finance high quality, cost-effective healthcare to improve the HIPAA compliant environment and delivery system.



## **MHA5303 Quality Management in Healthcare Organizations (3 units)**

This course provides frameworks and approaches to foster critical thinking by enhancing students' ability to raise vital questions addressing problems and to formulate clear and precise answers. The student will explore the tools used to improve quality outcomes by applying multiple perspectives, tools, analytics, and solutions when examining complex quality issues.

## **MHA5304 Healthcare Policy and Constituents (3 units)**

This course will provide a framework for understanding and analyzing a range of health policy issues. Topics and issues in health policy including international health policy, health economics, individual rights in health care, and health policy research will be explored.

## **MHA5306 Finance and Managerial Accounting in Healthcare (3 units)**

This course introduces students to the basic principles and applications of healthcare finance that managers use daily including the healthcare reimbursement system and a comprehensive outlook on the insurance payer mix that impacts healthcare financing.

# REQUIRED COURSES CONT'D

## Claremont Core® Courses

### **MCC5320 Invitation to Inquiry: Foundations of the Claremont Core® (3 units)**

In this university-wide foundational course, learners begin their engagement with the four domains that make up the Claremont Core domains: Mindfulness, Dialogue, Collaboration, and Change. These four domains consist of transferable skills and resources that support leadership and facilitation capacities that accentuate students' professional work. Students become familiar with aspects of mindfulness and dialogue that will undergird their work. Concepts of collaboration and change leadership are also introduced, and students begin the process of locating their work in a community where positive social change can be facilitated. Finally, students also determine the scope and aim of their Capstone Projects and begin to use resources from the four Claremont Core® domains to build their research repertoire and leadership acumen.

### **MSC5300 Strategic Communication: Building Diversity, Equity, and Inclusion (3 units)**

In a world that is reimagining what is possible, Strategic Communication: Building Diversity, Equity, and Inclusion will present students a historic perspective of the legacy and manifestation of structural racism, and other societal and cultural marginalization including the unintended consequences of systemic exclusion. Students will build upon the principles learned in the Claremont Core® to create environments where difficult conversations can take place with both internal and external audiences. This course will equip students to tackle challenges with diverse teams using language which acknowledges and respects difference to create equitable outcomes. In this course, students analyze self, personal strengths, and biases, and accumulate tools and communication skills in dialogue, collaboration, and bridging across divides. With these tools, students hone their abilities to build advocacy for dismantling oppressive structures and rebuilding personal, professional, and civic spaces that maximize diversity and facilitate equity and inclusion for all.

### **MCC5321 Activating the Claremont Core®: Research Methods (3 units)**

This course builds on the foundational aspects of the Claremont Core®, focusing on how students can become mindful, engaged, and inquisitive research practitioners for positive social change. Students will develop an ability to critically evaluate what research methods are best suited for certain types of research projects. This course will specifically focus on the role of research methods that can address, illuminate, or explain enduring and newly salient social problems. Throughout the course students will consider the entire research design process, learning how to conceptualize, problematize, diagnose, understand, and translate findings across social, political, environmental, healthcare, and organizational contexts. By the end of this course, students will have had experience posing research questions, exploring their own research goals, understanding the primary components of the research design process, and consuming a variety of styles of inquiry and action. Students will also consider course concepts in the context of their own future projects, and begin activating the research skills they will use in Applying the Claremont Core® Capstone Course. (Prerequisite: MCC 5320: Invitation to Inquiry: Foundations of the Claremont Core®)

## Capstone Course

### **MCC5332 Applying the Claremont Core®: CLU Capstone (3 units)**

As the culminating course in all programs, students apply skills, knowledge, and professional application learned throughout the degree. The planning for this course begins at the start of the program, continues through the evolution of learning as students design their projects, and peaks with students being prepared to implement the project during the capstone course. The specific content in each student's degree program provides a foundation for the research and design. The Capstone Project demonstrates student mastery of program and institutional learning outcomes.

