



BAKER COLLEGE
STUDENT LEARNING OUTCOMES
HIM3250 Leadership for Health Information
Professionals
3 Semester Credit Hours

Student Learning Outcomes and Enabling Objectives

1. Research best practices for creating, fostering, and sustaining an environment where team members feel empowered.
 - a. Discuss how individuals and teams feel empowered in the workplace.
 - b. Explore how leaders create opportunities for empowerment in the workplace.
 - c. Explain the barriers preventing team empowerment.
 - d. Explore examples of high-performing teams or organizations.
 - e. Identify generational impact on empowerment in the workplace.
2. Explore leadership techniques and strategies that promote a positive work culture.
 - a. Research the types of leadership styles.
 - b. Identify leadership strategies to enhance employee satisfaction and contribute to the overall success of the workplace.
 - c. Explore which strategies are most influential in a cross-functional workplace.
3. Investigate different team-building practices.
 - a. Research the importance of team-building and developing relationships.
 - b. Explore strengths and weaknesses within a team dynamic.
 - c. Define the unique attributes of team members to build resilience.
 - d. Explore strategies to enhance interdepartmental collaboration and problem-solving skills emphasizing the importance of a cohesive team.
4. Research resolution strategies to identify, analyze, and resolve conflicts that may arise in a healthcare setting.
 - a. Investigate various conflict resolution models and techniques.
 - b. Define the steps for addressing conflicts.
 - c. Discuss the benefits of conflict resolution.
 - d. Discuss the impact of a hostile work environment.

Big Ideas and Essential Questions

Big Ideas

- Team Empowerment
- Leadership Techniques
- Team Building
- Conflict Resolution

Essential Questions

1. How do HIM professionals cultivate a culture of team empowerment?
2. How can leadership techniques contribute to employee satisfaction, organizational performance, and overall success in the workplace?
3. How can understanding the strengths and weaknesses of a team, build resilience within the HIM department?
4. How do HIM professionals effectively navigate conflicts within their teams?

These SLOs are not approved for experiential credit.

Effective: Spring 2025