

LEADERSHIP & MANAGEMENT | COURSE BROCHURE

Clinical Unit Leadership for Nurse Managers

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

Nurse managers lead the units where patient care happens, balancing staffing, quality, safety, budgets and staff wellbeing. This course develops the leadership and management skills nurse managers need: leading clinical teams, managing staffing and rosters, improving patient safety and quality, handling conflict and supporting staff resilience.

Many nurses are promoted for clinical excellence and then expected to manage without preparation. You will gain practical tools to lead your unit confidently.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Healthcare case studies, unit management simulations, role plays of staff conversations and quality improvement exercises.

Course objectives

By the end of this course, participants will be able to:
• Lead clinical teams with clarity and compassion
• Plan safe staffing and rosters
• Monitor and improve quality and patient safety
• Manage unit budgets and resources
• Handle conflict, complaints and performance issues
• Support staff wellbeing and retention

Target audience

This course is suitable for:
• Nurse managers and charge nurses
• Senior staff nurses moving into management
• Unit and ward managers
• Allied health team leaders
• Healthcare supervisors



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Target competencies

Participants will develop competencies in:

- Clinical leadership
- Staffing management
- Quality improvement
- Conflict handling
- Staff wellbeing

Course outline

Day 1: The Nurse Manager Role

09:00–10:08	From clinician to leader
10:08–11:00	Leadership styles in healthcare
11:00–11:30	**Coffee break**
11:30–11:45	Leadership styles in healthcare (continued)
11:45–12:53	Accountability and professional standards
12:53–14:00	Exercise: role expectations

Day 2: Staffing and Resources

09:00–10:08	Safe staffing principles
10:08–11:00	Rostering and skill mix
11:00–11:30	**Coffee break**
11:30–11:45	Rostering and skill mix (continued)
11:45–12:53	Unit budgets
12:53–14:00	Workshop: staffing plan

Day 3: Quality and Safety

09:00–10:08	Patient safety culture
10:08–11:00	Incident reporting and learning
11:00–11:30	**Coffee break**



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11:30–11:45	Incident reporting and learning (continued)
11:45–12:53	Quality indicators
12:53–14:00	Case study: medication error

Day 4: Managing People

09:00–10:08	Performance conversations
10:08–11:00	Conflict between staff
11:00–11:30	**Coffee break**
11:30–11:45	Conflict between staff (continued)
11:45–12:53	Handling complaints
12:53–14:00	Role play: staff concern

Day 5: Wellbeing and Retention

09:00–10:08	Burnout and resilience
10:08–11:00	Recognition and development
11:00–11:30	**Coffee break**
11:30–11:45	Recognition and development (continued)
11:45–12:53	Retention strategies
12:53–14:00	Personal leadership plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Rome Confirmed dates	23 Nov 2026	27 Nov 2026	**€2,450.-**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.-**
Dubai Confirmed dates	14 Dec 2026	18 Dec 2026	**€3,150.-**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.-**
Vienna Confirmed dates	11 Jan 2027	15 Jan 2027	**€2,940.-**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,250.-**
Barcelona Confirmed dates	1 Feb 2027	5 Feb 2027	**€2,840.-**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.-**
Vienna Confirmed dates	22 Feb 2027	26 Feb 2027	**€2,940.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,450.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,250.–**
Rome Confirmed dates	5 Apr 2027	9 Apr 2027	**€2,450.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**€1,250.–**
Paris Confirmed dates	19 Apr 2027	23 Apr 2027	**€2,860.–**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.–**
Dubai Confirmed dates	10 May 2027	14 May 2027	**€3,150.–**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Cape Town Confirmed dates	31 May 2027	4 Jun 2027	**€1,890.–**
Online Confirmed dates	31 May 2027	4 Jun 2027	**€1,250.–**
Dubai Confirmed dates	21 Jun 2027	25 Jun 2027	**€3,150.–**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.–**
Amsterdam Confirmed dates	12 Jul 2027	16 Jul 2027	**€2,540.–**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,250.–**
Barcelona Confirmed dates	26 Jul 2027	30 Jul 2027	**€2,840.–**
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.–**
Frankfurt Confirmed dates	16 Aug 2027	20 Aug 2027	**€2,650.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
London Confirmed dates	6 Sept 2027	10 Sept 2027	**€2,450.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Cape Town Confirmed dates	27 Sept 2027	1 Oct 2027	**€1,890.-**
Online Confirmed dates	27 Sept 2027	1 Oct 2027	**€1,250.-**
London Confirmed dates	18 Oct 2027	22 Oct 2027	**€2,450.-**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,250.-**
Cape Town Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,890.-**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Rome Confirmed dates	22 Nov 2027	26 Nov 2027	**€2,450.-**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.-**
Istanbul Confirmed dates	13 Dec 2027	17 Dec 2027	**€2,650.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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View the latest course details online