



INTERPROFESSIONAL COLLABORATION

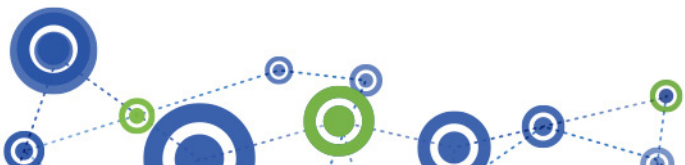
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Developing Hospital-Focused Core Competencies for Interprofessional Team Collaboration

Sandi Ellis, Professional and Education Leader, Respiratory Therapy

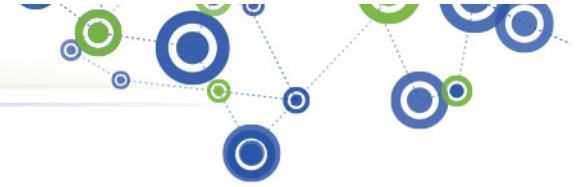
Elizabeth McLaney, Director of Interprofessional Education

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IP Collaboration Strategy





Why Hospital Specific?

- Common language
- Hospital-focused behaviours
- Team focused vs.. individual
- Integration across components of IP Collaboration Strategy
- Teaching & learning tool
- Team assessment opportunity
- Recognition
- Orientation

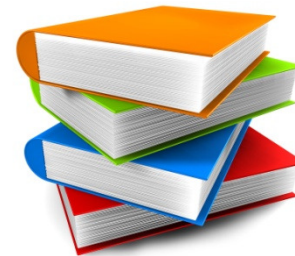
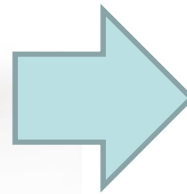
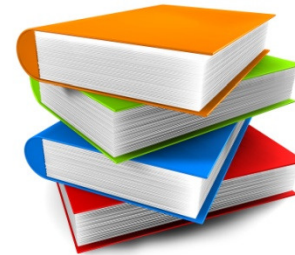
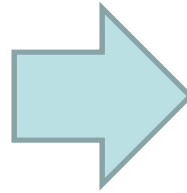
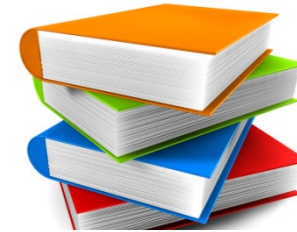
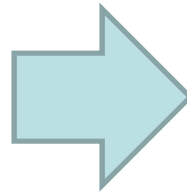


Literature Search

- Reference interview with Librarian – preliminary search of key words yields 376 articles-

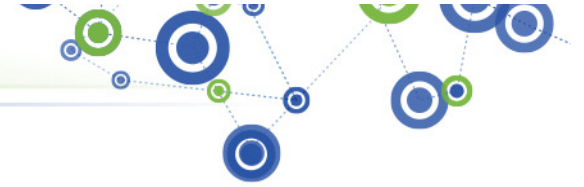


Division of Duties



Determining Key Enablers for IP Collaboration

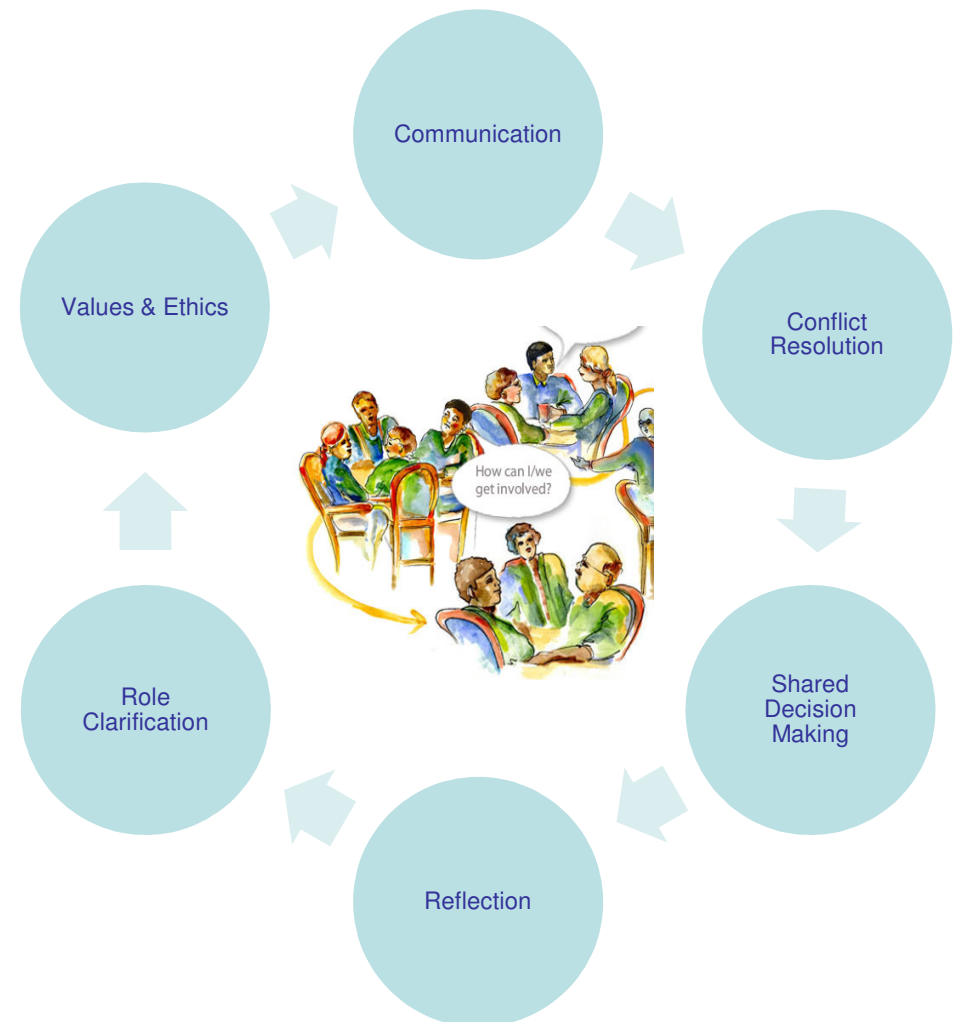




World Café Event - Creating Definitions & Behaviours

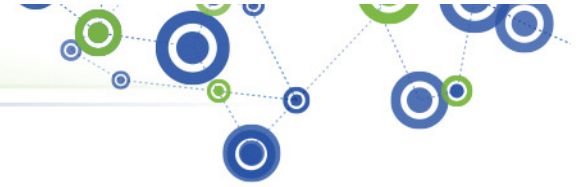
What will you be thrilled to see and hear when teams are exhibiting the competencies & behaviours?

- Draw, write words, doodle – whatever it takes to put your thoughts forward
- Focus on attitudes, behaviours, experiences, and traits that are required to achieve the competency



Figuring out Which Behaviours Matter Most





Stakeholder Consultation

Stakeholder Group	Approximate #s
Directors of Operations	8
Patient Care Managers (PCM)	49
Nurse Practitioners	42
Health Professions Leaders	32
APN/CE group	73
IPE Committee	33
Education Advisory Committee	26



Competency Approval

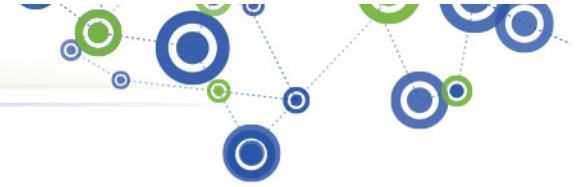


Senior Leadership Team

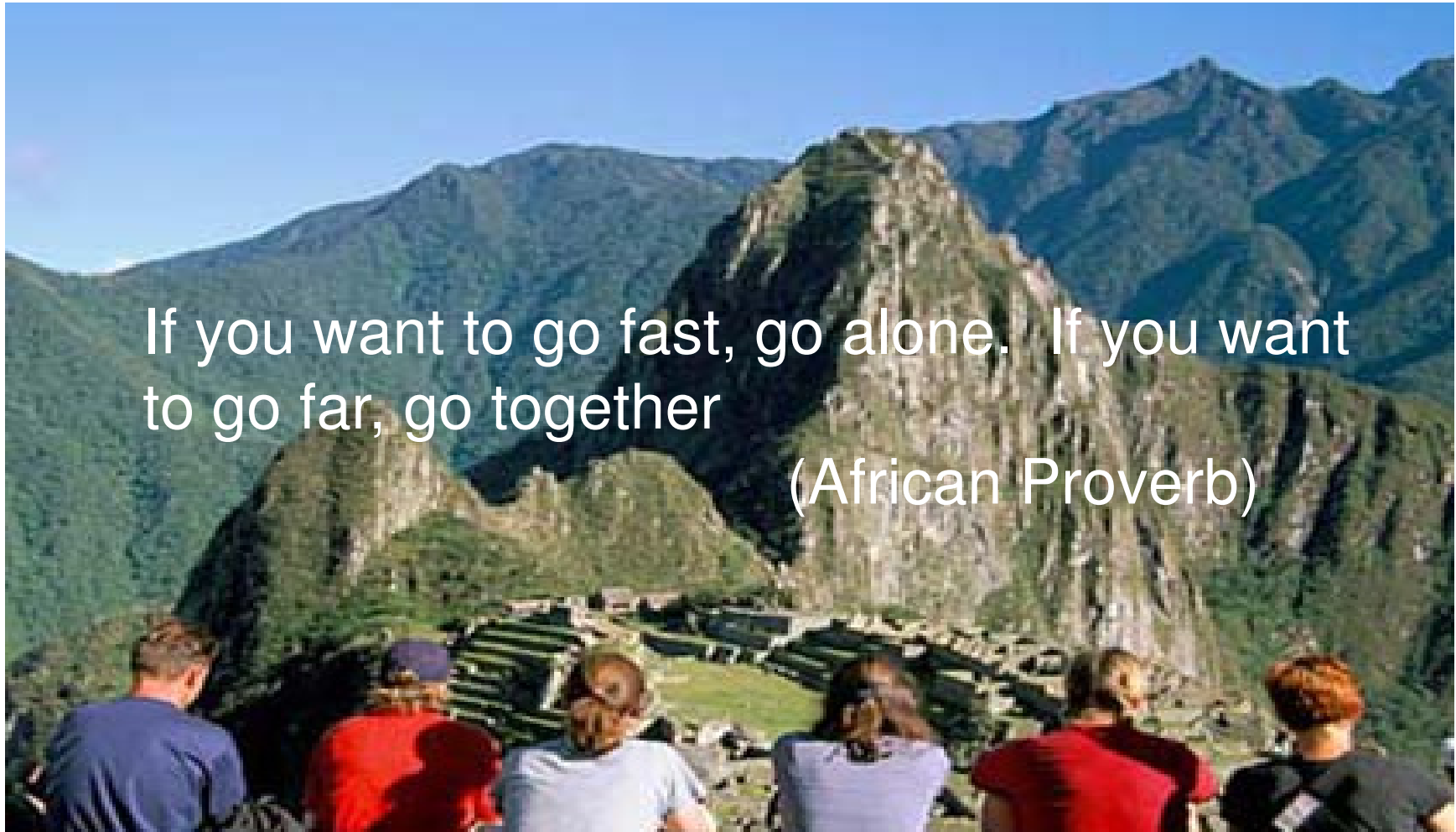
Executive Sponsors

Interprofessional Collaboration Strategy
Steering Committee

Interprofessional Advisory Committee



INTERPROFESSIONAL COLLABORATION



If you want to go fast, go alone. If you want
to go far, go together
(African Proverb)





INTERPROFESSIONAL COLLABORATION

Our Product



Core Competencies for Interprofessional Team Collaboration

Interprofessional team collaboration at Sunnybrook includes interprofessional education and interprofessional care. Team collaboration supports staff wellbeing, patient satisfaction, and access to care, and it helps us to use our resources wisely. It is essential that team collaboration is situated in an environment of respect.

Collaboration is one of our organizational values. The core competencies for interprofessional team collaboration help to give us a common language when we talk about collaboration across roles and professions. The competencies set the organizational expectation for how our teams will work.

We learn together so that we will work together to create the highest quality and safest care possible. At Sunnybrook we define teams broadly and always consider who needs to be involved. Our teams include patients and their families and people of all roles and professions. Our work in interprofessional collaboration is grounded in our person-centred approach to care.

These core competencies can bring a useful lens to clinical and professional practice, education, research and scholarship, and our approach to leadership. For example, these competencies can be used to help us evaluate how well our teams function and assess the success of interprofessional education initiatives.

Please Note: The Core Competencies for Interprofessional Team Collaboration and the associated behaviours have been worded purposefully for application to teams. They have been aligned with the individual competencies outlined in Sunnybrook's HR Core and Clinical Competencies for Performance Appraisals.

COMMUNICATION

Definition:

Interprofessional teams seek to achieve common understanding when communicating across roles and professions. They are attentive to actively providing *information to* and seeking *information from* team members and other teams to ensure a thorough understanding of the situation. They create processes and tools and select varied media/approaches to enhance the exchange of information within and across teams.

Behaviours:

The Team:

- Develops processes for exchanging information in a specific and timely manner - within and across teams
- Explicitly considers which members need to be involved in giving and receiving which pieces of information
- Communicates using language that is common among roles and professions by avoiding jargon and acronyms, providing explanations and checking for understanding

INTERPROFESSIONAL CONFLICT RESOLUTION

Definition:

Interprofessional teams respond to anticipated or occurring conflict situations with appropriate and skilled interventions in a timely manner by collaborating to create a range of solutions.

Behaviours:

The Team:

- Identifies and proactively and effectively addresses team conflicts within and across teams
- Listens open mindedly to differing opinions and ideas from diverse roles and professions
- Discusses difficult team issues and arrives at mutually agreed upon solutions

SHARED DECISION MAKING

Definition:

Interprofessional teams decide collaboratively on plans. Team members come together to determine appropriate actions. Where necessary, teams decide who will make the final decision and who holds accountability for which tasks.

Behaviours:

The Team:

- Creates and implements interprofessional care plans which reflect what is most important to patients/families
- Decides collaboratively on learning goals that are shared across roles and professions
- Identifies and designates accountability for all aspects of the work particularly where there is role overlap

REFLECTION

Definition:

Interprofessional teams learn from their history and experiences. Team reflection is both process and performance oriented. Team members identify what they are doing well and what can be improved. They are attentive to optimizing how they interact with one another and the impact that their team function may have on patient care

Behaviours:

The Team:

- Dedicates time to ongoing team reflection
- Develops processes and tools to support ongoing team reflection
- Identifies successes and gaps regarding their collaborative work and celebrates or strategizes accordingly
- Uses concepts of team development and team dynamics to appraise how they are doing collectively

ROLE CLARIFICATION

Definition:

Interprofessional teams ensure that members understand each others' roles, scopes and expertise. They explore interdependencies between their roles and optimize each member's scope with consideration of repetition and redundancies.

Behaviours:

The Team:

- Members are able to articulate their role and/or scope of practice to others on the team
- Members actively seek understanding of the roles of others on their team
- Members recognize their limitations and consult with one another appropriately based on knowledge, skills, roles and scopes

INTERPROFESSIONAL VALUES & ETHICS

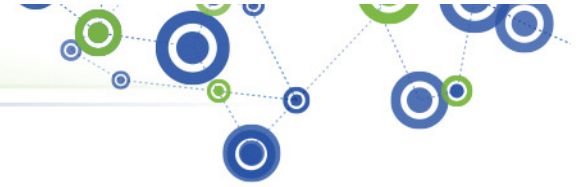
Definition:

Interprofessional teams create a climate of transparency, openness and willingness to collaborate. They maintain an inclusive approach and every team member's perspective is valued.

Behaviours:

The Team:

- Members speak with positive regard when discussing other roles and professions
- Creates a safe environment for all members to speak up and advocate as necessary
- Considers the values and ethics of the organization, regulatory bodies, and the individual members in team discussions



Informing the Organization

Foundational

- Unit/area based
- High level awareness & definitions
- Where to get more information

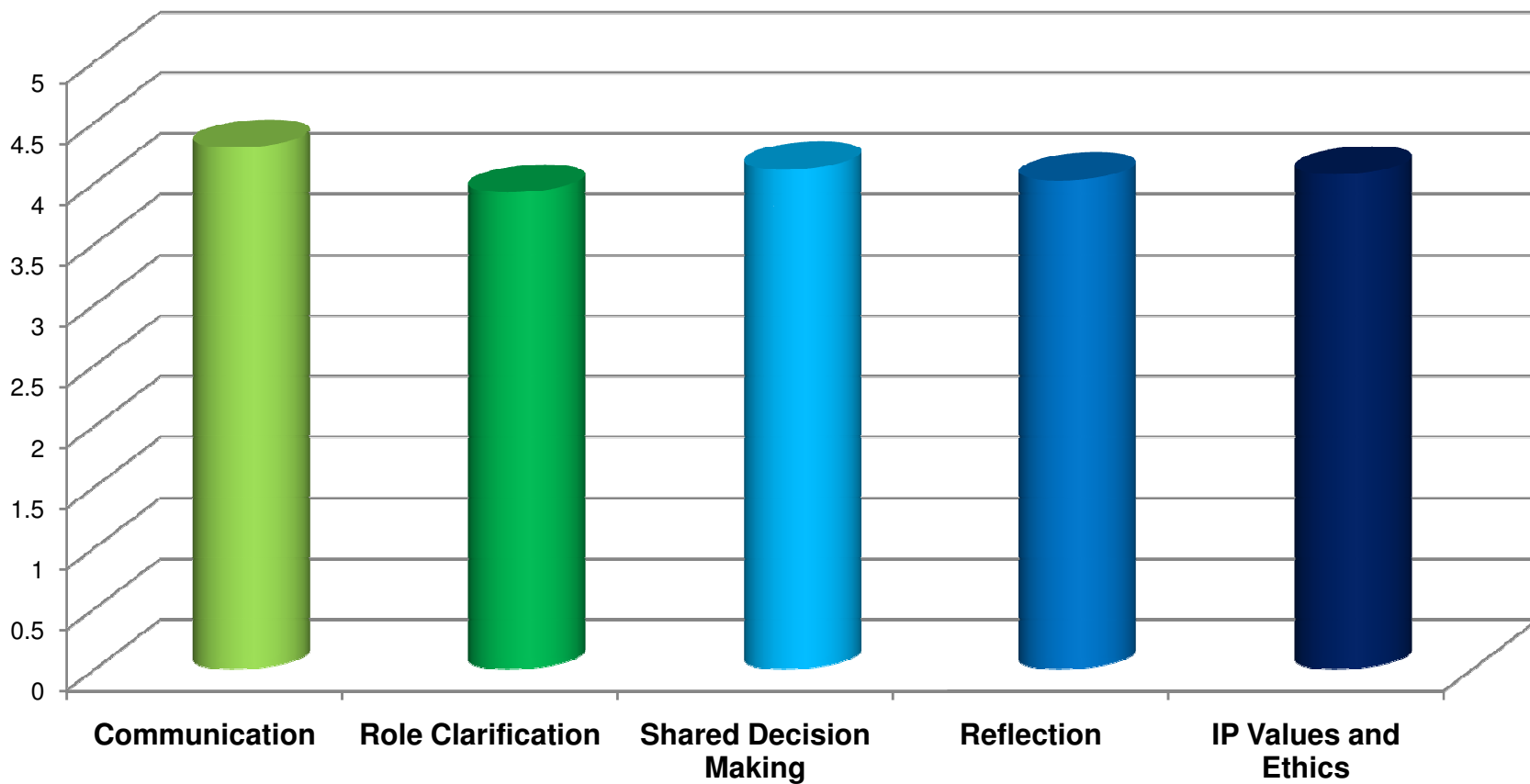
Comprehensive

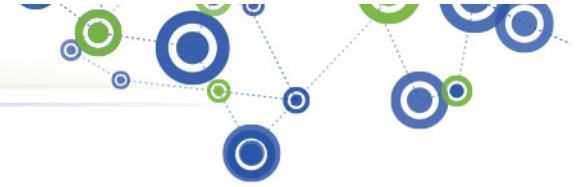
- Unit/area based & IP orientation
- Rationale from literature
- Applied exercise using competencies

Corporate Integration

- IP Grand Rounds
- IPE/IPC Showcase
- Student education
- Management Excellence etc.

IP Grand Rounds





Next Steps

- Roll out
- Creation of e-Learning module for all staff
- Team assessment
- Simulation



Acknowledgements

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