Facilitating Leadership in Interprofessional Care

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Ontario Interprofessional Health Collaborative
Toronto, 2009
Objectives:

1. Program Development
2. Curriculum Design
3. Shared Preceptorship Model
4. Evaluation Tools & Methodology
5. Sustainability Plan
6. Preliminary Project Data
7. Future Directions
Project Drivers:

- **Health Care Training Programs**
  - Training programs need interprofessional clinical education opportunities

- **Primary Health Care Professionals**
  - Health professionals recognize the need for team building and IPC training

- **Health Professional Colleges**
  - Interprofessional skills are now being written into Clinical competences
Teams & Communities Involved:

- **Thunder Bay:**
  - Community Mental Health Services
  - Dementia Care Team
  - Chronic Pain Team
- **Fort Frances:**
  - Pediatric Service Team
- **Kenora:**
  - Acute Care Team
  - Sunset Country Family Health Team
Project Description:

Phase 1: Team Training

“Post- Licensure”

Phase 2: Shared Preceptorship

“Clinical Education”
Team Training Curriculum:

Knowledge:
– Roles / Scope of Practice particular to that practice setting / patient population

Skills:
– Communication, confidence, reflective practice, critical thinking

Attitude:
– Value of interprofessional collaboration, roles, input
– Recognition of specific knowledge & skill sets
Session 1: Roles

• **Content:**
  – Relationship building, Role/Scope of Practice, Training, background experience, common ground

• **Activities:**
  – Icebreakers
  – “Speed Disciplining”
  – Professional Stereotypes

• **Materials Used:**
  – U of T Office of IPE DVD /CD Toolkit
Session 2: Communication

• **Content:**
  – Communication Styles, Professional Jargon, Team communication strategies / challenges

• **Activities:**
  – Plan a Picnic (UofT Office of IPE)
  – Jargon Hat
  – Process Mapping
  – Change Map
Session 3: Collaboration

Content:
- What is collaboration, IPC competencies, Team Analysis (strengths / weaknesses)

Activities:
- Tower Building
- “True Colours”
- “NOSM Zoo”
- Dessert Plane Crash
Session 4: Conflict

• **Content:**
  – Defining & dealing with Conflict

• **Activities:**
  – Self Assessment
  – Reflection / discussion re: conflict scenarios
Session 5 & 7: Case Based Discussion

• Content:
  – In session 5 team members brought cases for discussion
  – In session 7 a “fictional” case was presented with intentional opportunities for role blurring, conflict & collaboration
Session 6: Patient Centred Care

• **Content:**
  – What is it to you,
  – What contributes to it,
  – How can it be improved?

• **Activities:**
  – “If this were your patient”
  – “When you were a patient”
Session 8: Shared Preceptorship

• Expectation for all team members to contribute to the:
  – teaching,
  – supervision and
  – evaluation of the learner

• Primary preceptor and Learner generate 2-3 IPE goals for placement and circulate to team
Evaluation:

• **Team Function**: Pre – Post Surveys:
  – Collaborative Competencies Scale (CERAH, 2008)
  – Dimensions of the Attitudes Toward Health Care Teams Scale – adapted (Heinemann et al, 1999)

• **IPE/C Process**:
  – IEPS Revised Scale (McFadden, MacLaren, & Webster, 2007, Journal of Interprofessional Care, 21 (4), 433-443)
  – Focus Group: Semi Structured / 4 questions

• **Health Outcomes**:
  – Patient Satisfaction Survey
Evaluation Flaws

• **Poor rate of return on paper based surveys:**
  – Ethics board would not approve “Survey Monkey” for Team & Student data collection stating issues with US origin of this service
  – Team champions could be better supported to communicate importance of data collection and cooperation with all components of their participation
  – Patient Outcome Survey not successful in collecting information evidence of “collaboration”
Sustainability:

- Train the Trainer Approach Used
- Team Champions as leaders in IPC
- Distribution of training materials and resources via Team Champions (electronic resources, Activity Toolkits)
- Team training & Shared Preceptorship experience bringing gradual change in culture to participating sites
Future Directions:

• Phase 2, Expansion Funding approved to further develop and expand Pan-Northern
• Recruit Team Facilitators with ‘team building’ experience
• Community awareness strategy
• Increase medical & support staff (clerks / receptionists) involvement
• Improve Learner Preparation
Future Directions (cont):

- Establish “Shared Preceptorship” outcome targets & Learning Objectives
- Improve rate of return strategy (Learners / Team Member Surveys)
- Further explore potential ‘Health Outcome’ measures
- Continue to enhance self-sustainability of IPE/C in participating sites by strengthening team champion role
Acknowledgements:

• **Funding**: HealthForceOntario Interprofessional Care/Education Fund (project completion date March 31, 2009)

• **Evaluation**: Sonja Haban, External evaluation consultant, CERAH (Centre for Education and Research on Aging and Health, Lakehead University)

• **University Partners**: Lakehead University, University of Ottawa, McMaster University, University of Western Ontario

• **Team Champions & Participating Organizations**:
  – Nikki Bagacki & Janet Lambert: Riverside Health Care Facilities
  – Karen St. Jacques: St. Joseph’s Care Group
  – Laurie Macdonald: St. Joseph’s Care Group
  – Deanna White: Sunset Country Family Health Team
  – Shauna Caron: Lake of the Woods District Hospital
  – Colin Stewart: St. Joseph’s Care Group
Questions?

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