

## **Sigma Theta Tau International's 29th International Nursing Research Congress**

### **Building High Performing Interprofessional Collaborative Practice Teams for Enhancing Population Health and Care Transitions**

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#### **Background:**

Collaboration and teamwork are important factors that contribute to better patient and organizational outcomes. High reliability organizations depend on collaboration and teamwork to achieve patient care quality and safety. Increasingly interprofessional collaborative practice (IPCP) models are emerging to facilitate collaboration and teamwork across the healthcare continuum. Many health care providers, however, have not received formal training to practice effectively within IPCP care delivery models suggesting the need to cultivate interprofessional competencies that emphasize collaboration and teamwork.

#### **Purpose:**

This purpose of this presentation is to discuss the characteristics of high performing teams and to introduce performance measurement approaches used to deploy targeted strategies for training individuals in IPCP and building high performing teams.

#### **Methods:**

Using their experience in implementing an innovative IPCP model to improve health outcomes for an underserved patient population as part of an academic-practice partnership in the southeastern United States, the authors share evidence-based strategies used to develop high performing teams within a high reliability organization. Integrating Tuckman's stages of team development and using the Collaborative Practice Assessment Tool, the authors discuss ways to monitor team performance to align strategies with behaviors for achieving a high performing team competent in IPCP and adept at collaboration and teamwork.

#### **Findings:**

Three years of project data with the IPCP model reflect positive team performance outcomes related to health care professional collaboration and teamwork, which contributed to patients reporting enhanced access to care, exceptional patient experiences, improved physical and mental health outcomes, reduced hospital readmissions, and decreased cost of care.

#### **Conclusions/Implications:**

An innovative IPCP model of care is an effective approach to improve health outcomes and care transitions in underserved patients, however, it may not be fully successful if health care professionals practicing within the model are not capable of collaboration and teamwork. Understanding the nuances of team formation and developmental stages is crucial for better performance measurement that helps deploy targeted strategies for building high performing teams.

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**Title:**

Building High Performing Interprofessional Collaborative Practice Teams for Enhancing Population Health and Care Transitions

**Keywords:**

High performing teams, Leadership and interprofessional collaborative practice

**References:**

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**Abstract Summary:**

This presentation discusses evidence-based strategies for building high performing interprofessional collaborative practice teams within an academic-practice partnership to enhance health outcomes and care transitions in underserved populations.

**Content Outline:**

Learner Objective

Topical Outline

Timeframe

Content Delivery  
Method

1. Discuss the characteristics of high performing teams.	<ul style="list-style-type: none"> <li>I. Introduction</li>   <li>II. Background <ul style="list-style-type: none"> <li>A. Interprofessional collaborative practice (IPCP) model</li> <li>B. Interprofessional collaborative practice competencies</li> <li>C. Evolution of teams in IPCP: Introducing Tuckman’s stages of team development : <ul style="list-style-type: none"> <li>1. Storming</li> <li>2. Forming</li> <li>3. Norming</li> <li>4. Performing</li> </ul> </li> <li>D. High performing teams do not happen overnight</li> </ul> </li> </ul>	5 minutes	Lecture with Power Point
2. Discuss performance measurement approaches used to deploy targeted strategies for building high performing teams in interprofessional collaborative practice model.	<ul style="list-style-type: none"> <li>III. IPCP model of care with linkages to population health and coordination across care transitions <ul style="list-style-type: none"> <li>A. Our academic-practice partnership</li> <li>B. Performance measurement using the Collaborative Practice Assessment Tool (CPAT)</li> <li>C. Tuckman’s stages of team development: Aligning strategies and behaviors</li> </ul> </li> </ul>	10 minutes	Lecture with Power Point

IV. Outcomes associated with implementation of EBP strategies for building high performing teams

V. Questions & Answers

VI. Closure

5 minutes Interactive discussion

First Primary Presenting Author

***Primary Presenting Author***

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**Professional Experience:** Dr. Shirey has been a nurse for almost 40 years and holds a PhD in Nursing Science. She is a prolific author and editor as well as educator, researcher, and administrator. Her scholarly work focuses on leadership and the development and evaluation of interprofessional collaborative practice models that enhance patient outcomes.

**Author Summary:** Dr. Shirey is Professor and Chair, Acute, Chronic and Continuing Care Department at the University of Alabama at Birmingham School of Nursing. Her area of expertise is leadership and

management in complex healthcare systems to advance quality and safety. She is a highly experienced speaker having presented her scholarly work at the international, national, state, and local levels. She is a prolific author and journal editor.

Second Author

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**Professional Experience:** Dr. White-Williams has over 30 years of clinical experience with expertise in practice, academic, and leadership positions. She holds a PhD in Nursing Science with focus on the care of heart failure patients and has clinical expertise in designing innovative models of care for heart failure patient populations.

**Author Summary:** Dr. White-Williams is a highly experienced speaker having presented her scholarly work at the international, national, state, and local levels. She is an accomplished author and recognized authority in heart failure.