An Interprofessional Education Collaborative (IPEC) Competency-focused Workshop to Optimize Team Performance

G Buhr,1 T Konrad,2+, S Pinheiro,1,5 J Pruitt,1+, C Poer,1,15 L Shock,1+, H White,1,10 K Shipp,1,16 S Devarayasamudram,2,† M Aselage,1,6 E Egerton,1,9 L Matters,1,14 E McConnell,1,4,16 M Heflin1,14

1 Duke University, 2 University of North Carolina-Chapel Hill, 3 North Carolina Central University, 4 Durham VA Geriatric Research, Education and Clinical Center
*Medicine, +Sociology, § Education, ★ Dietetics, $Social Work, ^Physician Assistant, ¶ Physical Therapy, ¶Nursing

WHAT WE LEARNED

• This innovative series of workshops was impactful and resulted in self-reported attainment of workshop objectives
• Participants reported high commitment of applying the concepts in the workplace to improve outcomes
• Additional study is needed to assess impact on work practice

BACKGROUND

• Healthcare professionals must collaborate and communicate effectively as members of clinical teams to deliver high quality care.
• Relatively few practitioners have had formal training in effective interprofessional (IP) practice
• The Interprofessional Education Collaborative (IPEC) has published the Core Competencies for IP Collaborative Practice.

OBJECTIVES

• To develop an innovative educational program for IP teams to strengthen competence in IPEC competencies
• Workshop objectives: 1) examine personal and professional values and roles and their impact on collaborative practice, 2) apply relationship building principles to perform effectively as a team, and 3) integrate quality improvement tools into work processes to aid team-based care

METHODS

• 17 faculty from 8 different professions representing 7 local healthcare facilities planned and conducted the workshops in Spring 2013 and 2014
• Recruited IP teams from long-term care, acute care, and ambulatory settings
• Three 3-hour sessions over 12 weeks (2013); 7 weeks (2014)
• Between-session team application assignments

Session 1
Values and Ethics/ Roles and Responsibilities
• Motto and Values Worksheet
• Articulate a Team Value and Motto
• Map Tasks of Professionals for a Clinical Case
• Feedback & Discussion

Session 2
Communication/ Teamwork
• Interview Team Members
• Video Case
• Role Play
• Interactive Lecture
• Group Discuss

Session 3
Putting it All Together
• Case Study
• Quality Improvement Tools
• Matrix
• Interprofessional Teamwork Inventory

RESULTS

Participant Ratings:
• Overall impact of workshops on interprofessional collaborative practice by session:
  1 = 2.75, 2 = 2.82, 3 = 2.75 (3-point scale)
• Usefulness of content by session:
  1 = 3.68, 2 = 3.75, 3 = 3.42 (4-point scale)
• Achieved workshop objectives by session and year:
  2013(4-point scale): 1 = 3.7-3.8, 2 = 3.7-3.9, 3 = 3.4
  2014(5-point scale): 1 = 4.3-4.7, 2 = 4.5-5, 3 = 4.4-2
• 100% would recommend the workshop series

Participant Testimonials 6 Months after Last Workshop

• "The value of participation in the IPEC workshop was that we finally developed a process for managing transitions of care that works. We'd been working on this challenge but never really got it resolved until this team took it on as a project."
  Deborah Toasley, PhD President & CEO Southern Regional AHEC

• "The IPEC workshop brought our falls team closer together. It allowed us to be able to see other members’ viewpoints, while we gained additional skills to develop action plans. As a leader, I also gained insight into areas where good intentioned leaders may be stifling the creativity of their team."
  Roy Hudson, RN, MSN, BS, CNL; Clinical Operations Director Duke Raleigh Hospital


Additional study is needed to assess impact on work practice

Participating in this research was a fantastic learning experience. The applied learning approach was extremely effective in teaching the participants how to apply IPEC principles into their work setting. The application assignments were challenging yet rewarding. The feedback and critique from the experts allowed us to see the big picture of how our words and actions are perceived by others. This workshop was a valuable learning experience for all participants and I highly recommend it for those interested in team-based care.

The IPEC workshop brought our fall’s team closer together. It allowed us to be able to see other members’ viewpoints, while we gained additional skills to develop action plans. As a leader, I also gained insight into areas where good intentioned leaders may be stifling the creativity of their team.

IMPLEMENT

• Modffy Clinical Practice
• Educate Staff
• Monitor Performance
• Use Tools Discussed

PARTICIPANTS

• 2013: 5 Teams (3 nursing home, 1 hospital, 1 ambulatory), 26 participants, 13 professions
• 2014: 5 Teams (2 nursing home, 1 adult day health, 2 academic educators), 16 participants, 5 professions

Assessment of Interprofessional Collaboration

To be completed with a patient scenario or problem in mind

What are examples of your team’s successful demonstration of the IPEC domains?

What are examples of your team’s challenges related to the IPEC domains?

What ideas might be taken to address these challenges? (List as interprofessional teams and individually by profession)

Participant Testimonials 6 Months after Last Workshop

What are examples of your team’s successful demonstration of the IPEC domains?

What are examples of your team’s challenges related to the IPEC domains?

What ideas might be taken to address these challenges? (List as interprofessional teams and individually by profession)