

Building a Better Tomorrow Together

Team Development for Primary Health Care Collaboration

2009 Redesign Framework

GREEN: reflects 2008 BC IPC competencies and 2004 BBT needs assessment priorities and evaluation results.

BLUE: reflects 2004 BBT needs assessment priorities and evaluation results.

Understanding Primary Health Care (2 modules)

- History and language of primary health care
- The Nova Scotia context
- Population health and the social determinants of health
- Health promotion

Enhancing Collaboration (1 module)

- Assessing knowledge/skills in interprofessional collaboration
- Characteristics of effective collaborative practice teams
- Assessing current collaborative efforts

Generations and Learning Styles at Work (1 module)

- Assessing learning styles
- Appreciating generational differences
- Disclosing and providing feedback
- Exploring self-awareness

Interpersonal and Communication Skills (1 module)

- Understanding/respecting different communication styles
- Applying communication techniques
- Active listening
- Communication enhancers/blockers

Team Functioning (1 module)

- Building an effective team: vision, mission, operating guidelines
- Enablers and barriers to team functioning
- Conducting interprofessional team meetings
- Assessing meeting effectiveness

Roles and Responsibilities (1 module)

- Confidence in/knowledge of ones own role
- Confidence in/knowledge of others' roles to optimize patient care
- Clarifying scopes of practice
- Labeling and professional stereotyping
- Interprofessionality in teams

Decision Making and Leadership (1 module)

- Decision making strategies
- Problem solving methodology
- Testing for consensus
- Leadership roles within teams
- The sources and challenges of power in teams

Conflict Resolution (1 module)

- The nature of conflict
- Recognizing/managing triggers
- Distinguishing constructive and destructive conflict
- Understanding/respecting different conflict resolution styles
- Interest based conflict resolution strategies

Program Planning and Evaluation (3 modules)

- Program planning (steps 1-3)
- Program planning (steps 4-6)
- Program evaluation

Building Community Partnerships (1 module)

- The three levels of partnerships
- Exploring partnerships based on the social determinants of health
- Assessing partnership effectiveness

Reference documents:

- Enhancing Interdisciplinary Collaboration in Primary Health Care (EICP) Initiative (2005). The Principles and Framework for Interdisciplinary Collaboration in Primary Health Care. www.eicp.ca/en/principles/default.asp
- *Building a Better Tomorrow* Atlantic Needs Assessment (2004)
- *Building a Better Tomorrow* Atlantic Evaluation Report (2006)
- Quality Improvement and Innovation Partnership (2008). Team Development Resource Guide for Family Health Teams. www.qiip.ca
- UBC College of Health Disciplines (2008). British Columbia Competency Framework for Interprofessional Collaboration. www.chd.ubc.ca/competency
- O'Neil, E.H. and the Pew Health Professions Commission (1998). Recreating health professional practice for a new century: the fourth report of the PEW Health Professions Commission. San Francisco: Pew Health Professions Commission.