

CANADIAN INTERPROFESSIONAL HEALTH COLLABORATIVE NATIONAL COMPETENCY FRAMEWORK

Competency #4 Collaborative Leadership

COLLABORATIVE LEADERSHIP

What is it?

Collaborative Leadership occurs when health providers/ students work together as a team with the person and his/her family to plan, put into place, and evaluate care and services. Each member of the team shares the responsibility for their role in the process toward positive health outcomes.

How does it work?

Each person on the team:

- Collaborates in shared decision making.
- Owns the responsibility for their part of the chosen process.
- Collaborates in creating a team that works well together.
- Creates a positive climate for collaborative practice.
- Works toward a positive outcome.

Application and Integration of Leadership Roles

Leadership roles are based on the need for a specific expertise at any given point in time.

There are two components to the leadership role:

1. Leadership that ensures others remain on task and are working toward the goal.
2. Leadership that assists team members in working well together.

Collaborative Leadership in Action

For example, an individual who receives a diagnosis of bipolar disorder is reluctant to use mood stabilizing medications, even though research supports this intervention as best practice. This individual does not feel that he has enough information about why mood stabilizers are necessary and believes that his family and his doctor are trying to control him.

A team of professionals who work with the individual, including his family physician, a psychiatrist, a community pharmacist, and a community mental health worker, collaborate together to discuss their knowledge of the individual and his current condition. They compile a list of the many reasons the individual may be reluctant to use mood stabilizers that may include: lack of agreement on the diagnosis of bi-polar

disorder, previous adverse effects from medications, lack of understanding of how mood stabilizers work, inability to pay for medication, or others.

As a group, the professionals identify the roles each can play in supporting the individual to make an informed choice about medication use, and how they will support that choice. As the community mental health worker has developed a therapeutic relationship with the individual, the team collaboratively decides that she would act as the primary contact person. She meets with the individual to explore his concerns, provide education about the medications and help to resolve barriers to use.

The individual makes an informed choice about his use of mood stabilizers and has a recovery plan that he is willing to work on.

Shared Leadership

In Collaborative Leadership, people receiving care can be leaders or the leadership can be shared amongst the health providers/students. In this sharing, one leader is responsible for the work flow and another leader provides a link between the person and the health providers/students.

Outcome

Working together and sharing decisions in a positive collaborative environment leads to an improved quality of care and better health outcomes.

For more information see page 15 of the CIHC National Interprofessional Competency Framework at www.cihc.ca/files/CIHC_IPCompetencies_Feb1210.pdf



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