# COLLABORATIVE NURSING ROLES

**N122 – PROFESSIONAL NURSING ROLE**

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## TYPES OF HEALTH CARE TEAMS

- Intradisciplinary Teams
- Interdisciplinary Teams
- Multidisciplinary Teams

## INTRADISCIPLINARY TEAMS

- Usually consist of a single discipline or are concerned with a single patient care need
- Operate within individual hospital patient care units or patient clinics

## INTRADISCIPLINARY TEAMS

- CNAs, LVNs
- RNs, Nurse educators, Preceptors,
- CNS, ET Nurses, Nurse Administrators,
- Nurse Anesthetists, Nurse Midwifes, NPs

## INTERDISCIPLINARY TEAMS

- May involve medical & non-medical professionals
- Provide patient services often related to the management of long term/chronic conditions
- Operate within hospitals, clinics & home care settings

## INTERDISCIPLINARY TEAMS

- Lab techs, EKG techs, OR techs
- Community health workers, hospital security, maintenance & engineering, medical equipment specialists, medical financial workers, patient guest relations

## INTERDISCIPLINARY TEAMS

- Medical Case Workers, Nuclear Med Techs, Occupational Therapists, PAs, Opticians, Physical Therapists, X-Ray Techs, Special Service, Speech Pathologists
- Audiologists, Child Life, Clergy, Councilors, Pharmacists, RDs, Social workers

## INTERDISCIPLINARY TEAMS

- Dentists, Hospital Administrators, MDs, Optometrists, Podiatrists, Psychologists

## MULTIDISCIPLINARY TEAMS

- Assist populations to maintain & restore function & prevent dysfunction
- Nurses coordinate services
- Operate within communities and nations

## MULTIDISCIPLINARY TEAMS

- Local, State, National, & International Health Agencies & NGOs
- Consumer/Special Interest Groups, Educational Agencies, Fire Department & Protection, Parole Officers, Private Corporations

## CHARACTERISTICS OF EFFECTIVE TEAMS

- Tailored Membership:
  - Skills & Knowledge complementary, not redundant

## CHARACTERISTICS OF EFFECTIVE TEAMS

- Tailored Membership
  - size determined by:
    - Complexity of problem
    - Skills needed to solve problem
    - Technology needed to solve problem

## CHARACTERISTICS OF EFFECTIVE TEAMS

- Common working approach
- Common patient goals

## CHARACTERISTICS OF EFFECTIVE TEAMS

- Positive relationships among team members

## CHARACTERISTICS OF EFFECTIVE TEAMS

- Team & organizational philosophy are congruent

## POSITIVE RELATIONSHIPS IN EFFECTIVE TEAMS

- Attitude of RESPECT is primary
- Members willingly share knowledge & skills

## POSITIVE RELATIONSHIPS IN EFFECTIVE TEAMS

- There is frequent constructive feedback & communication
- Focus is on goals & problem solving instead of setting blame & maintaining status differences

## EFFECTIVE TEAMS & THE ORGANIZATIONAL PHILOSOPHY

- Mission Statement
- Vision Statement
- Strategic Focus
- Core Values
- Philosophy

## MISSION STATEMENT

- General goals of the health care organization or department in broad terms

## VISION STATEMENT

- Picture of the ideal state or future of the organization presented to the health team members within the health care agency

## NURSING SERVICE STRATEGIC FOCUS

- Statement which tells the health care team what the nursing service's main focus will be.

## CORE VALUES

- Assumptions about the basic truths held by the health care agency

## NURSING SERVICE PHILOSOPHY

- Statement of beliefs regarding how the client will be treated

## ADVANTAGES OF COLLABORATION

- Reduction of risk potentials
- Early detection of disease
- More comprehensive care

## ADVANTAGES OF COLLABORATION

- Increased continuity of care & less duplication of work
- Increased synergy & mutual emotional support

## ADVANTAGES OF COLLABORATION

- Greater flexibility and creativity in analyzing and solving problems

## ADVANTAGES OF COLLABORATION

- Team members have opportunities to develop skills of:
  - Critical decision making
  - Assertive interpersonal communication
  - leadership

## DISADVANTAGES OF COLLABORATION

- Requires high skills in
  - Conflict resolution
  - Interpersonal communication
  - Leadership

## DISADVANTAGES OF COLLABORATION

- Less individual autonomy
- Decision making takes longer

## DISADVANTAGES OF COLLABORATION

- Requires flexibility and tolerance of unpredictability

## DISADVANTAGES OF COLLABORATION

- If group is too cohesive and authoritarian, creativity may be blocked and errors made

## DISADVANTAGES OF COLLABORATION

- Individual inadequacies may be hidden in the group

## RN CORE COMPETENCIES FOR COLLABORATION

- Provider of Care
- Manager of Care
- Member of a Discipline

## Core Competencies: Provider of Care

- Knowledge base:
  - Anatomy & physiology, psychology, human spiritual needs, sociology, pharmacology, human development & cultural needs, disease pathophysiology, nutrition, oxygenation, hydration, and lab values.

## Core Competencies: Provider of Care

- Nursing Process:
  - Assessment and formulation of nursing diagnoses, interdisciplinary collaboration, prioritization of health problems, and communication skills

## Core Competencies: Manager of Care

- Identification of organizational resources and determination of when they are needed
- Ability to work within various nursing care delivery systems

## Core Competencies: Manager of Care

- Ability to use job descriptions to determine the scope of practice of health care team members

## Core Competencies: Manager of Care

- Time management, prioritization of client care needs, flexibility, leadership skills, decision making, collaboration, conflict resolution, and appropriate delegation

## Core Competencies: Member of a Discipline

- Sense of professionalism, responsibility, and confidentiality
- Acceptance of differing points of view
- Respect for self and others

## CORE COMPETENCIES: MEMBER OF A DISCIPLINE

- Concern for quality of care
- Maintenance of client dignity
- Flexibility
- Receptiveness to constructive criticism

## CORE COMPETENCIES: MEMBER OF A DISCIPLINE

- Serves as a role model
- Able to interpret health care legal issues
- Operates within state licensure and practice act

## CORE COMPETENCIES: MEMBER OF A DISCIPLINE

- Practice within ANA/BRN Standards of Practice
- Practice within professional organization standards (AWHONN)
- Practice within institutional quality improvement standards
- Practice within the agency's policies and procedures