Interdisciplinary Care: Moving from Silos to Synergy
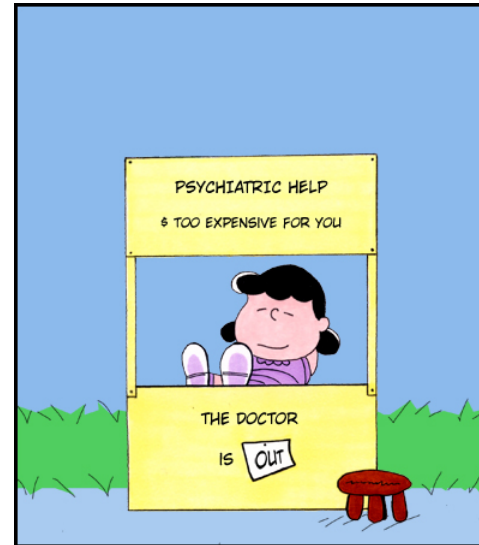
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David Rebedew, MD

Introductions

- Lessons learned?

Why Interdisciplinary Care

Decrease Medical Error
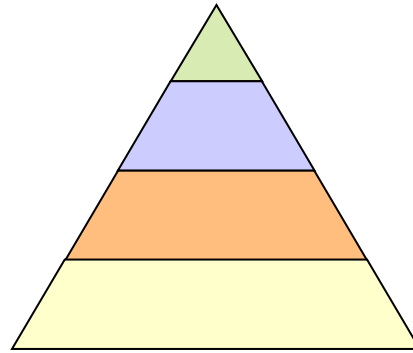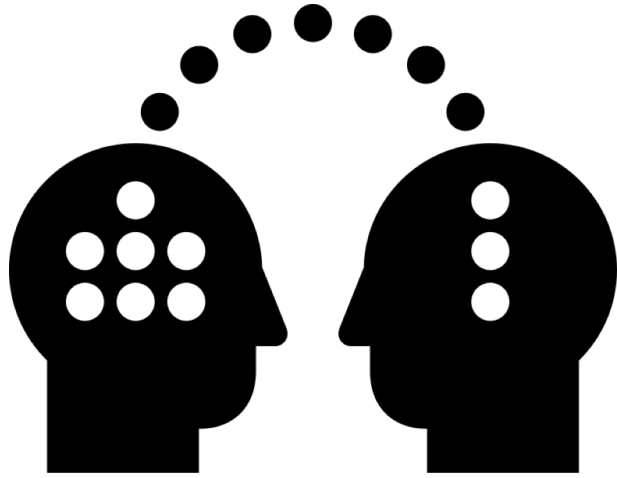
- Show of hands
- 8th Leading Cause of Death
  - Deadly error every 5 minutes and 22 seconds
- $17-29 billion/year

Does it work?

Why is it difficult?

Who to Include

- MD, DO
- RN, LPN, MA
- PT, OT
- RT, SLP
- PsyD, Ph.D
- PA, NP
- PharmD
- RD
- CNM

- CRNA
- Recreation therapist
- Clinical nurse specialist
- DPM
- Chiropractic
- Acupuncturist
- Naturopath

- Coding
- IT
- Social Work
- …

What's Needed

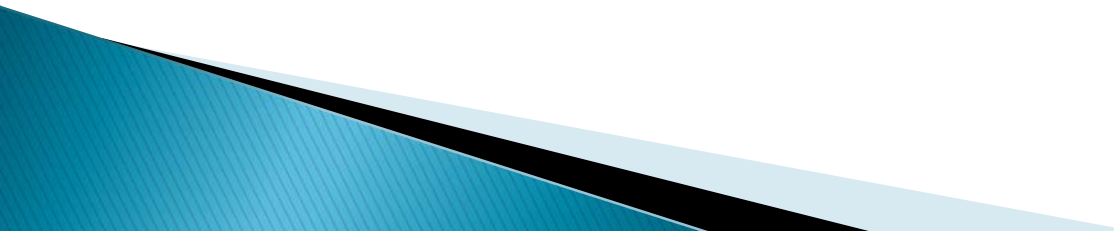

Objectives
GOALS

team work

ROUNDS & MIXERS
old & new
BOWMAR RECORDS, INC.
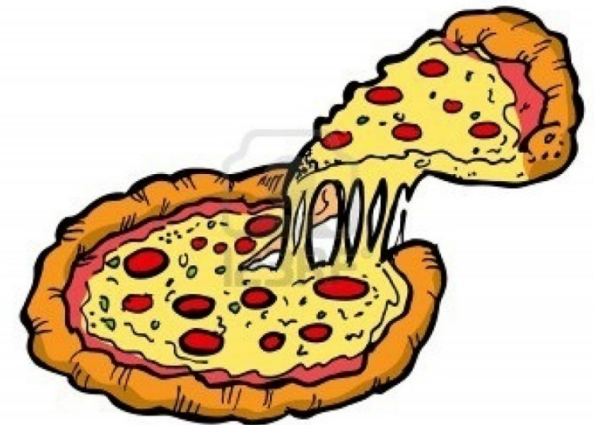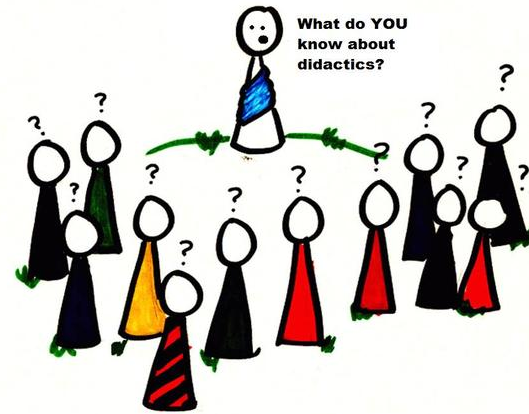
Competency Statements
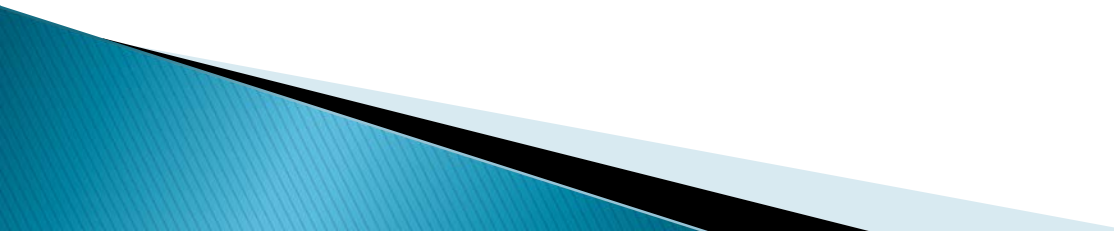
Examples?

- AHEC
- MEDiC
- Hospital Units, Code/Trauma Teams
- TeamSTEPPS
- Medical Team Management (Air Force)

Monroe Clinic Examples

Who, What, Where, When and How

- Initiating
- Format
- Topics
- Audience Examples?

References

- http://hospitalmedicine.ucsf.edu/downloads/interdisciplinary_teamwork_in_hospitals_sehgal.pdf
- https://jamanetwork.com/journals/jamainternalmedicine/fullarticle/227060
- https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3662612/
- http://www.clinicians.org/images/upload/JHCPU_Nandiwada.pdf
- http://rcpsc.medical.org/publicpolicy/documents/2007/10_leadUS.pdf
- http://apps.who.int/iris/bitstream/10665/67186/1/WHO_MSA_MNHIEAC_98.1.pdf
- http://jabfm.org/content/18/2/79.full

Questions?

Principles of Good Interdisciplinary Team Work

1. Positive leadership and management attributes
2. Communication strategies and structures
3. Personal rewards, training and development
4. Appropriate resources and procedures
5. Appropriate skill mix
6. Supportive team climate
7. Individual characteristics that support interdisciplinary team work
8. Clarity of vision
9. Quality and outcomes of care
10. Respecting and understanding roles

Nancarrow et al. Human Resources for Health 2013, 11:19; http://www.human-resources-health.com/content/11/1/19

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TABLE 1. Teamwork Components and Coordinating Mechanisms

Teamwork	Definition	Behavioral Examples
Component		
Team leadership	The leader directs and coordinates team members activities	Facilitate team problem solving; Provide performance expectations; Clarify team member roles; Assist in conflict resolution
Mutual performance monitoring	Team members are able to monitor one another's performance	Identify mistakes and lapses in other team member actions; Provide feedback to fellow team members to facilitate self-correction
Backup behavior	Team members anticipate and respond to one another's needs	Recognize workload distribution problem; Shift work responsibilities to underutilized members
Adaptability	The team adjusts strategies based on new information	Identify cues that change has occurred and develop plan to deal with changes; Remain vigilant to change in internal and external environment
Team orientation	Team members prioritize team goals above individual goals	Take into account alternate solutions by teammates; Increased task involvement, information sharing, and participatory goal setting
Coordinating mechanism		
Shared mental model	An organizing knowledge of the task of the team and how members will interact to achieve their goal	Anticipate and predict each other's needs; Identify changes in team, task, or teammates
Closed-loop communication	Acknowledgement and confirmation of information received	Follow up with team members to ensure message received; Acknowledge that message was received; Clarify information received
Mutual trust	Shared belief that team members will perform their roles	Share information; Willingly admit mistakes and accept feedback

NOTE: Adapted from Baker et al.[22]