



Society of Rural Physicians of Canada
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SESSION 366

Improving Team Dynamics in the Era of True Multidisciplinary Collaboration

Centers for medical education (paramedicine, nursing, nurse practitioner, physicians) realistically exist in silos. Students are trained independently and are eventually required to incorporate and work simultaneously and harmoniously in our present healthcare model. Multidisciplinary crossover occurs without clear knowledge of how to best incorporate individual strengths to maximize and create the highest functioning workplace. High-functioning clinical teams typically empower non-physician clinicians to take on a wider range of responsibilities, allowing physicians to focus on complex diagnoses and patient communication. This in turn is likely to make physicians feel more capable and more satisfied with their work. Therefore, anything leaders can do to foster teamwork, ensuring that nurses, physicians, and nurse practitioners are working to their greatest skill, and communicating expectations about collaboration — is likely to pay off in higher capability. Clinicians also have a more positive experience if they work in groups that have a team orientation. It has also been shown that physicians who are in high functioning teams are less likely to experience significant signs of burnout. Evidence has shown that physicians and nurses in true teams are more likely to self-assess as capable and be more engaged, and be more willing to go above and beyond in their careers.

A multidisciplinary session to review the dynamics of healthcare teams and how best to improve.

This session presents improvement strategies to increase team dynamics that are utilized by a rural family physician, nurse practitioner and nurse enriched with discussion activities.

After this activity participants will be able to:

1. Better understanding of how to create a collaborative multidisciplinary workplace.
2. How best to wrap the full care team around the patient.
3. Develop strong clinical teams.