

Collaborative Care Leadership

What is Collaborative Care Leadership?

Collaborative Care Leadership refers to local practice setting leadership teams that support the successful implementation and sustainability of Collaborative Care. To create a Collaborative Care Leadership culture, each team member, regardless of position or title, must be able to lead themselves, engage others, achieve results, develop coalitions, and conduct systems transformation in order to create the Canadian health system of the future. (adapted from LEADS Framework).

Why Collaborative Care Leadership?

Collaborative Care Leadership fosters an environment of ongoing learning, sharing, mentorship, and support to ensure excellence in collaborative practice. Effective Collaborative Care Leadership is critical to the successful implementation and sustainability of collaborative practice, collaborative processes and quality culture.

Outcomes of Interest

- In every care setting, Collaborative Care Leadership exists to support the successful implementation and sustainability of Collaborative practice, processes and performance, as well as a commitment to Quality Culture.
- AHS provides training and support for all levels of leadership and management, including practice setting representation to drive system level change and local quality improvement.
- CoACT has chosen to use practice setting teams to strengthen Collaborative Care Leadership competencies. Unit Teams are leaders in the unit-level implementation:
 - The team is made up of the Unit Manager, Education Lead, Unit Lead/Champion and Physician Lead.
 - Members of the team act as the local resource and expertise to assist in the successful implementation and sustainability of Collaborative Care elements at in-scope facilities.

Resident/Family Experience

I know my team will communicate with me and advocate on my behalf.

Provider Experience

I am encouraged to develop and demonstrate personal leadership skills.

Operational Leader Experience

I enable my teams to value and respect each other's leadership skills.

Alignment

Collaborative Care elements are designed to support quality improvement activities, Accreditation Standards and Continuing Care Health Service and Accommodation Standards.

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Who

Collaborative Care Leadership can be modeled by individuals in formal or informal leadership positions. Local level Collaborative Care Leadership teams include a Unit Manager, Education Lead, Unit Lead/Site Champion and a Physician Lead*.

When

Collaborative Care Leadership is demonstrated at all times throughout all levels of the practice setting. Opportunities for Collaborative Care Leadership occur throughout Collaborative Care.

Where

Collaborative Care Leadership occurs at all levels of the practice setting.

How

Collaborative Care Leadership local level teams function as a resource the entire Collaborative Care Team in the implementation and sustainability of Collaborative Care.

Collaborative Care Leadership is modeled by:

- ensuring resident and family involvement in care planning
 - focusing on interprofessional relationships as part of the team's culture
 - acting as a role model and resource for Collaborative Care
 - facilitating effective team communication
 - monitoring, coaching and mentoring safe quality care
 - promoting role clarity
 - maximizing the value of unique and overlapping functions
 - maximizing scope of practice
 - enhancing team practices, processes and shared decision making
 - supporting individual accountability as defined within one's legislated scope of practice or job description
 - facilitating constructive conflict resolution strategies
 - developing trust as foundational to team building
 - contributing to the initiation, development, implementation and sustainability of Collaborative Care
- Adapted from the Canadian Interprofessional Health Collaborative (CIHC) competencies*

*For more information, please refer to CoACT Collaborative Care Unit Lead / Site Champion Packages