

2026 Strategic Plan Update

August 28, 2024



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STRATEGIC PLAN

2026

Staff Experience: Interprofessional Collaboration Strategy

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OUR STRATEGIC DIRECTIONS



Equity, Diversity, & Inclusion

We all belong



Patient Experience

Empathy, compassion, and respect in every encounter



Staff Experience

This is where we want to work, grow and thrive



Research, Innovation, & Learning

Driven by the needs of our patients, our staff and our communities



Sustainable Future

Ensuring our Healthy Future

STRATEGIC PLAN



Staff Experience



Staff Experience

This is where we want to work, grow and thrive



1. Retain, recruit and support the people needed to shape our future.

OBJECTIVE

- 1.1 Ensure our workplaces are physically and emotionally safe for staff.
- 1.2 Empower staff by creating a safe and just culture that encourages and enables everyone to contribute to decisions related to their daily work, to speak up and to learn from their mistakes.
- 1.3 Encourage and promote a healthy lifestyle and work-life balance to prevent burnout and to help our staff feel supported, healed and valued.
- 1.4 Ensure that our recruitment efforts are efficient, effective and reflect our values.
- 1.5 Unite all professions in our work together through an Interprofessional Collaborative Model of Practice.

2. Support the ongoing development of our current and future leaders.

OBJECTIVE

- 2.1 Ensure that staff have access to the professional development resources and related supports necessary to be effective in their current roles and to guide development of our future leaders.
- 2.2 Provide our leaders with the knowledge and skills required to better support staff, to reinforce our culture, to live our values and to mentor development of our future leaders.

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Terminology

- ▶ **Multidisciplinary** team refers to situations where several different professionals work on the same project but independently or in parallel.

(D'Amour, Ferrada-Videla et al, 2005)

- ▶ **Interdisciplinary** practice means that 2 or more disciplines work or learn together to solve a problem or gather information.

(Canadian Interprofessional Health Collaborative, 2008)

- ▶ **Interprofessional** teamwork refers to the levels of cooperation, coordination, and collaboration characterizing the relationships between professions in delivering patient-centred care.

(Interprofessional Education Collaborative, 2011)



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Interprofessional Collaboration (IPC)

When multiple health workers from different professional backgrounds work together with patients, families, caregivers, and communities to deliver the highest quality care.

(World Health Organization, 2010)



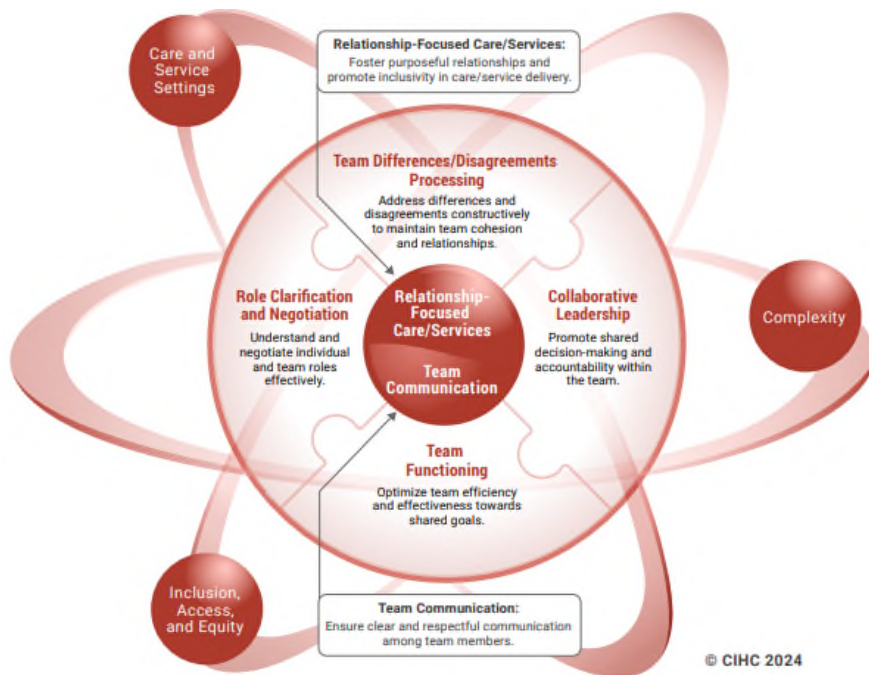
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CIHC Competency Framework



Goal: Enhancing healthcare and human services through collaborative, relationship-focused partnerships to shared decision-making around health and social matters



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<https://cihc-cpis.com/wp-content/uploads/2024/06/CIHC-Competency-Framework.pdf>

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Competency Domains within CIHC Framework

1. Relationship-Focused Care/Services
2. Team Communication
3. Role Clarification and Negotiation
4. Team Functioning
5. Team Differences/Disagreements Processing
6. Collaborative Leadership

<https://cihc-cpis.com/wp-content/uploads/2024/06/CIHC-Competency-Framework.pdf>



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Interprofessional (IP) Collaboration Strategy

Three Priorities:

1. Enhance Organizational Capacity

- Education e.g. CIHC Framework, IPC language/definitions, access to resources

2. Embed IPC Principles

- Structures, Processes, Tools e.g. IPC Strategy Steering Committee, embedding IPC into recruitment, orientation, performance reviews, policies and procedures

3. Foster Team Collaboration

- IPC quality and process improvement with teams, IPC team building workshops, IP care plan in Meditech Expanse



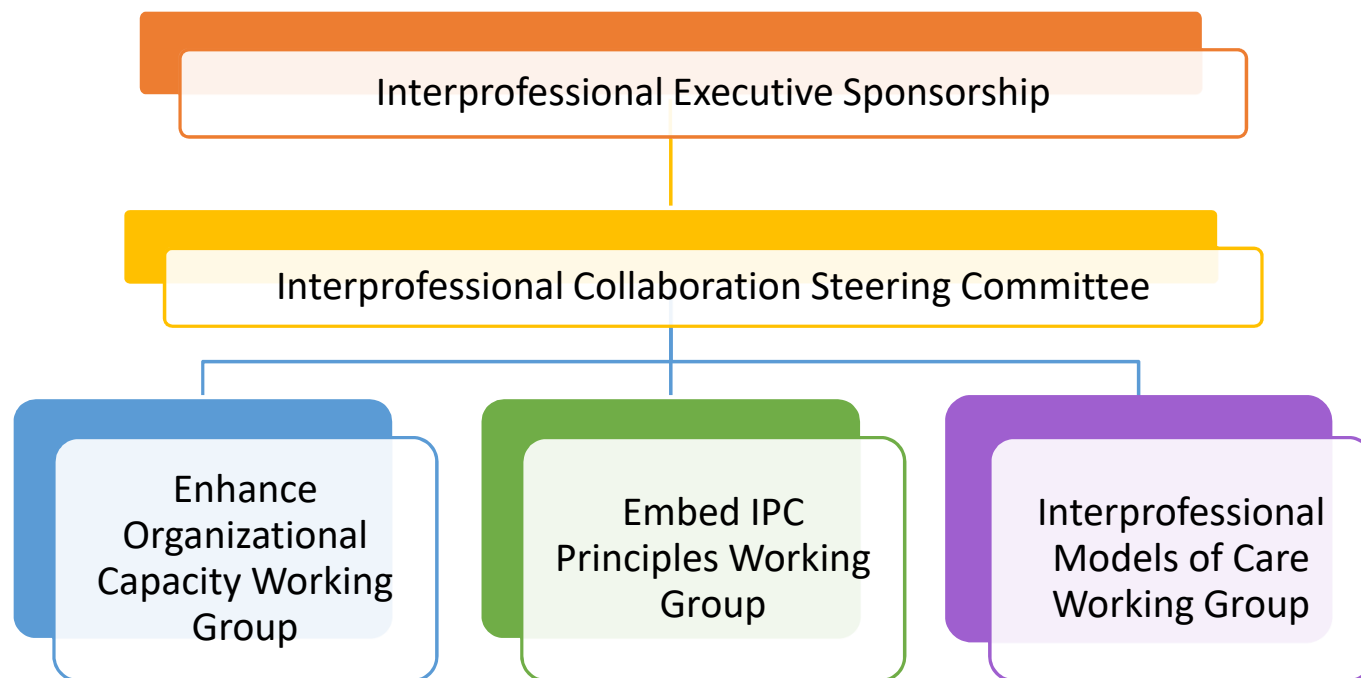
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Interprofessional Collaboration Strategy Structure



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HIGH-LEVEL MILESTONES AND TIMELINE

Initiation and Planning

March-September 2024

Design and Development

August-April 2024

Implementation

January-June 2025

Evaluation and Reporting

July-December 2025



- Form Teams
- Establish Governance
- Define Charter
- Analyze Practices
- Review Literature
- Develop Strategy

- Needs Assessment
- Design Event
- Develop Strategy
- Evaluation and Communication Plans

- Roll Out Initiatives
- Provide Training and Ongoing Support

- Review and Evaluate
- Develop Sustainability Plan
- Communicate Results



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Next Steps

- ▶ Host IPC Steering Committee Kickoff Meeting on September 16th and follow up meetings
 - ▶ Review and update terms of reference and membership
 - ▶ Review three priority areas and update if needed
 1. Enhance Organizational Capacity
 2. Embed IPC Principles
 3. Foster Team Collaboration
 - ▶ Discuss conducting a design event to engage staff/credentialed staff and identify needs
 - ▶ Review action items in three priority areas
 - ▶ Identify membership for Priority Working Groups



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