

# Interprofessional Collaborative Practice (ICP)

## Ongoing Practice: Course Correcting to Enhance Team Productivity When Challenges Occur



outcome

### Potential Strategies

- First, the leader guides the group through discussion about the issue using blame-free and anonymous feedback.
- Then, realign the common mission and goals from the input about who is being served (the student) and how to do better.
- Identify and clarify where there is any confusion or misunderstanding about roles and responsibilities.
- Re-negotiate as necessary.
- Identify communication breakdown and get training or a facilitator, as needed.
- Use transparency to rebuild trust.
- Model vulnerability and accountability by acknowledging hurt, exclusion, or disrespect.
- Re-establish team agreements and build in accountability measures, including check-ins, action plans, or progress tracking.
- Give people time and space for processing and healing
- Use team building activities.

### Generalizable Skill: Reflection

Reflection is necessary for all learning. Model reflection to think about power dynamics and to demonstrate shared decision making. Identify areas which need recalibrating to maximize and improve student outcomes.

### Key Take Aways



**Acknowledge issues in a timely manner.**



**Realign, redirect, reflect- change is an ongoing process.**



**Celebrate small movement forward!**