

SCHOOL OF NURSING
NURSE
PRACTITIONER PROGRAM

transforming lives

**Leadership: A Workshop for Developing
Excellence in Leading Healthcare Initiatives,
Change, and Interprofessional Teams**

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HRSA

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Background

- Lack of educational programs educating professionals together
- Even when IP teams are developed they often continue to work in silos beside each other rather than as collaborators
- Team members often lack skills to overcome:
 - Barriers
 - Conflict



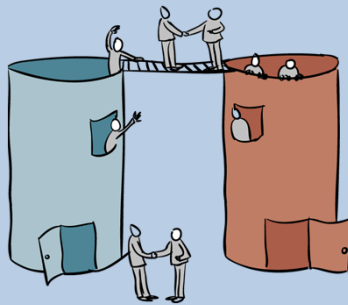
Workshop Overview

- Emotional Intelligence
- Johari's Window
- Disc – Behavioral Profile
- “Escape Fire”
- Awareness Wheel

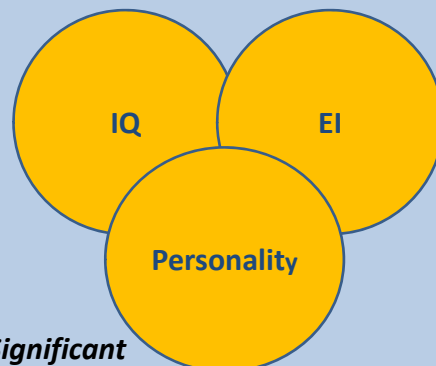


Leadership Workshop

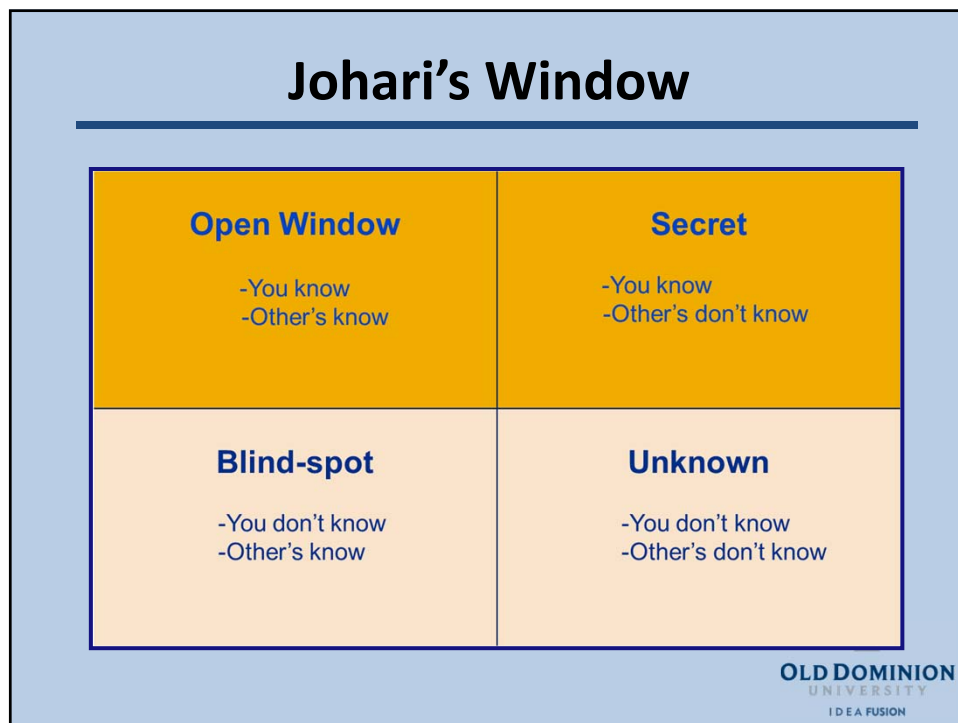
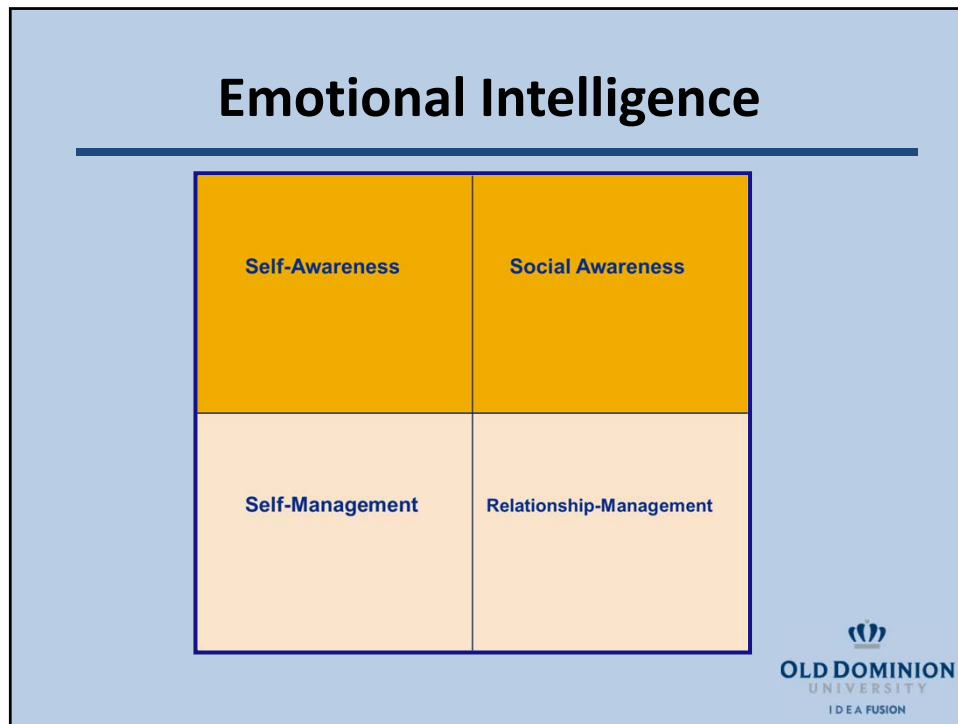
- One day experiential workshop for students
 - Part of a semester based hybrid format
- Interprofessional
 - DNP/NP, Nurse Executives, DPT, Clinical Counselors



Factors Impacting a Leader



*What is most Significant
Predictor of a Successful
Leader?*



Signs of Amygdala Hijacking

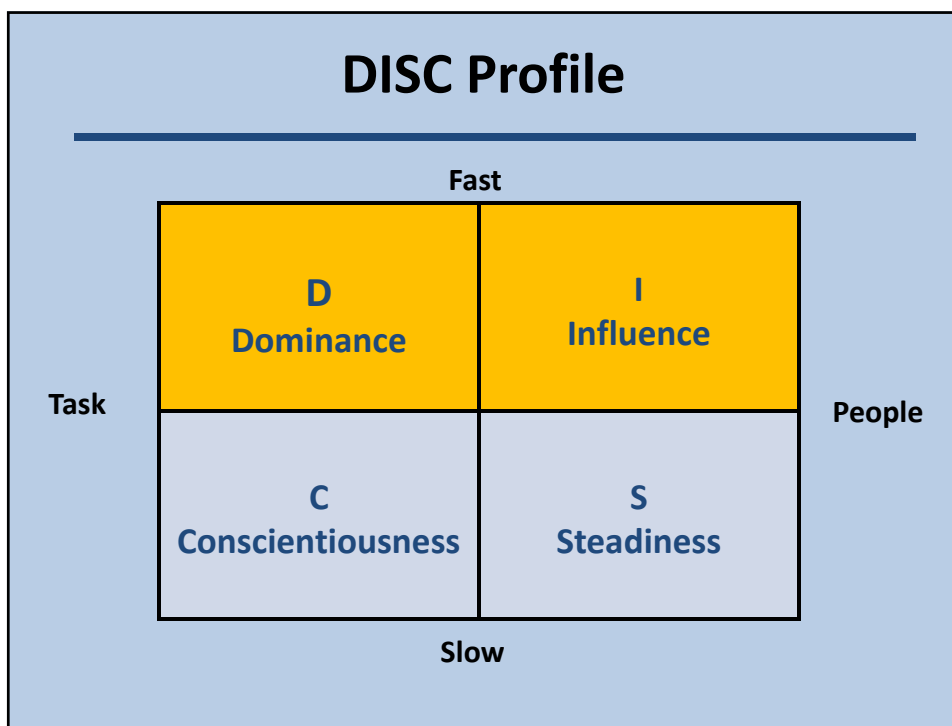


Controlling your physical reaction i.e. deep breathing

Purpose of Disc Profile

- Behavioral Profile
- Helps you understand self and others better
- Understand how behavioral types impact you as leader and team member
- Learn to work better together

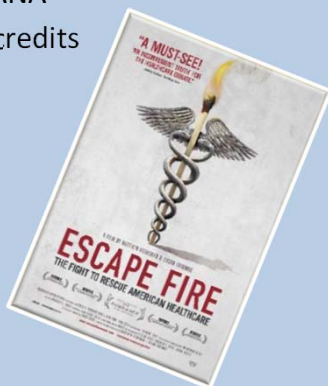




Escape Fire: The Fight to Rescue American Healthcare

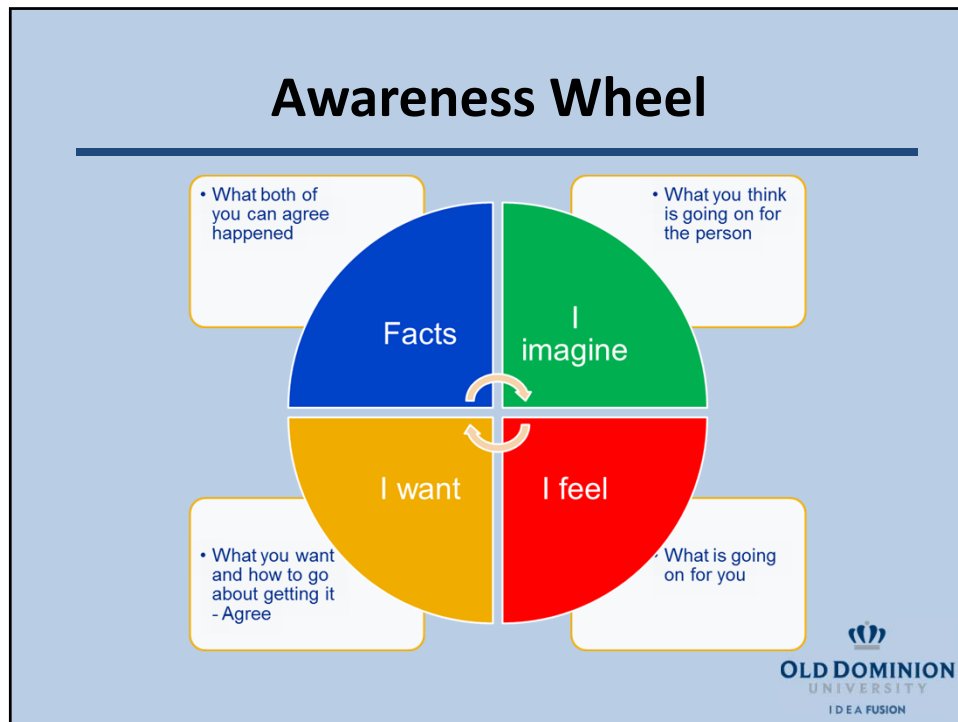
Movie

- Indorsed by the AMA, AAFP, and ANA
- CNE credits



Activities

- Students viewed portions of the movie
- Separated into groups to design a "Safety-Net Clinic"
- Groups included different professions and different DISC profiles
- A "instigator" was placed in each group



- ## Steps to Awareness Wheel
- **Facts:** We have been assembled to develop a safety net clinic. The goal of this assignment is for us to work effectively as an interprofessional team. So far we have not heard the opinions of the other members of the team.
 - **I imagine:** I imagine that you have had a lot of experience in healthcare. I imagine that you are not confident that the others on the team have as much experience as you do. Thus the other members of the team do not have as much to offer.
 - **I feel:** I am concerned that we may not be able to develop a safety net clinic that considers the expertise of all of the professions on the team. I feel somewhat unheard and that my contributions are not seen as important.
 - **I want:** I would like for us to develop the best safety net clinic that we can. I want to be able to utilize your expertise as well as the expertise of the others on the team to develop the most effective safety net clinic. Can you help me figure out how we can make this happen?
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Outcome

- **Project on Safety Net Clinic:**
 - Physical therapist tended to see physicians as leaders and themselves as managers
 - DNP saw themselves as the leader
 - The teams did develop clinics that included other professions
 - The assignment was well received
 - Students wanted more time to work as teams
 - Students wanted more disciplines in the course



Roles Resulting from Programs

- Political Office
- NP Owned Practice (reorganization)
- Programs for disenfranchised individuals



QUESTIONS??
