Collaborative Team Dev

Team Chemistry Workshops

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Part 1 · Building Consistent, Congruent Clinical Teams

Purpose: Building consistent, congruent clinical teams working collaboratively toward shared objectives through regular coordination, shared philosophies, integrated care planning, and collective commitment to institutional mission and goals.

Key Insight: Collaboration isn't just coordination—it's integration of perspectives, skills, and efforts toward a common purpose.

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Part 2 · The Five Pillars of Collaborative Teams

Shared Philosophy

Unified treatment approach

Clear Roles

Defined responsibilities

Communication

Effective dialogue

Integrated Care

Coordinated planning

Team Climate

Supportive culture

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Part 3 · The Foundation of Collaborative Teams

Understanding what makes teams truly collaborative goes beyond simply working together.

Key Components:

- Shared vision and values guide all decisions
- Mutual accountability creates ownership
- Collective problem-solving leverages diverse perspectives
- Integrated decision-making ensures consistency
- Continuous communication maintains alignment
- Unified client approach improves outcomes

The Difference: Group (working in parallel) → Team (working interdependently) → Collaborative Team (thinking and acting as one unit)

Reflection:

How would you describe the difference between your team working in parallel versus working interdependently?

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Part 4 · Overcoming Collaboration Barriers

Every team faces obstacles to collaboration. Recognizing and addressing them is crucial.

Professional Silos

Solution: Cross-training and interdisciplinary consultations

Time Constraints

Solution: Protected collaboration time and efficient meeting structures

Conflicting Philosophies

Solution: Facilitated discussions and evidence-based adoption

Power Dynamics

Solution: Rotating leadership roles and equal voice protocols

Resource Competition

Solution: Shared resource pools and collaborative budgeting

Reflection:

Which barrier most impacts your team's collaboration? What small step could address it?

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Part 5 · Effective Team Communication

Structured communication creates the foundation for all collaborative efforts.

Daily Huddles (10-15 minutes)

- Client status updates and safety concerns
- Resource needs and coverage
- Wins from yesterday and focus for today

Weekly Meetings (60-90 minutes)

- Case consultations and treatment planning
- Process improvements and training

Monthly Reviews (2-3 hours)

- Outcome analysis and system evaluation
- Strategic planning and team building

Reflection:

What one communication practice could your team implement this week to improve collaboration?

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Part 6 · Integrated Care Planning

Moving from discipline-specific plans to truly integrated approaches.

Traditional Approach

- Separate discipline-specific plans
- Limited cross-discipline input
- Fragmented implementation
- Isolated outcome tracking

Collaborative Approach

- Single integrated plan
- Multi-disciplinary development
- Coordinated implementation
- Shared outcome accountability

Key Elements:

- Unified assessment data
- Shared treatment goals
- Coordinated interventions
- Clear role delineation
- Integrated progress monitoring
- Collaborative discharge planning

Reflection:

How could your team better integrate different disciplinary perspectives in care planning?

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Part 7 · Building Collaborative Culture

Culture change requires intentional effort at every level of the organization.

Modeling Collaborative Behavior

- Leaders admit mistakes openly
- Ask for input regularly
- Share decision-making power
- Celebrate team achievements
- Address conflicts directly

Structural Supports

- Protected team time for collaboration
- Collaborative physical spaces
- Shared resources and tools
- Team-based incentives
- Cross-training opportunities

Policy Alignment

- Hiring for collaboration skills
- Performance reviews include teamwork
- Promotion criteria value collaboration
- Resources allocated to team development

Culture change starts at the top but must be embraced at every level.

Reflection:

What cultural element most needs attention in your team? Who could champion this change?

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Part 8 · Team Development Stages

Understanding your team's evolution helps you provide appropriate support.

1. Forming

Characteristics: Polite, cautious interactions, unclear roles

Focus: Clarify purpose and structure

2. Storming

Characteristics: Conflict, power struggles, challenging ideas

Focus: Establish norms and manage conflict

3. Norming

Characteristics: Developing cohesion, mutual respect growing

Focus: Strengthen relationships and refine processes

4. Performing

Characteristics: High collaboration, shared leadership, innovation

Focus: Maintain momentum and prevent complacency

5. Transforming

Characteristics: Continuous evolution, mentoring others

Focus: Share learning and develop next generation

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Part 9 · The Cost of Poor Collaboration

Client Consequences

- Conflicting messages
- Treatment gaps
- Higher dropout rates
- Poorer outcomes
- Increased relapse risk

Staff Consequences

- Burnout and frustration
- Role confusion
- Reduced satisfaction
- Higher turnover
- Professional isolation

Organizational Impact

- Inefficient resources
- Compliance issues
- Poor reputation
- Financial losses

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Part 10 · Your Team's Journey Forward

Immediate (This Week)

- 1. Assess current collaboration level
- 2. Identify one communication improvement
- 3. Schedule team discussion on collaboration
- 4. Begin using one new tool

Short-term (Next Month)

- 1. Complete team assessment
- 2. Develop team charter
- 3. Implement regular huddles
- 4. Address one key barrier

Long-term (Next Quarter)

- 1. Create integrated care protocols
- 2. Establish measurement systems
- 3. Plan team development activities
- 4. Celebrate collaboration wins

"Collaboration is a journey, not a destination. Every step forward strengthens your team and improves client outcomes."

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