

Interdisciplinary Plan Proposal

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### **Interdisciplinary Plan Proposal**

Many healthcare organizations are faced with the challenge of inadequate decision making, which stems from poor interdisciplinary collaboration. Physicians, nurses, and managers in the healthcare sector face sustained pressure to get good results using the available resources. Improved interdisciplinary healthcare collaboration has been singled out as a major component of healthcare reform. Healthcare collaboration improves decisions making as well as patient outcomes. The proposed interdisciplinary collaboration plan will be implemented in the nursing department since they handle the day-to-day welfare of the patients and play a key role in their well-being.

#### **Objective**

The objective of the plan is to propose interdisciplinary collaboration strategies that can be employed by healthcare workers with the aim of improving decision-making. There is an alignment between the objective and the larger organizational goal of providing quality care to patients that meets their needs and, if successful, should significantly improve patient outcomes.

#### **Questions and Predictions**

1. What is the role of Interdisciplinary collaboration in improving decision making and patient outcomes in the healthcare setting?

The modern healthcare industry is intricate, highly competitive and majorly driven by technology. As such, organizational managers are required to make decisions regularly based on the information collected. Interdisciplinary collaboration ensures that there is sufficient knowledge from different expertise levels for decision-making. Fundamentally, interdisciplinary

collaboration outlines a complete care plan from several medical specialties, with every one of them highlighting strategies of outcome enhancement.

2. How can interdisciplinary forums be leveraged to improve collaboration?

One of the trademark symbols of collaborative practice is shared decision making. Interdisciplinary team meetings and clinical rounds are some of the existing structures that employ physical interaction. Such initiatives provide the foundation for collaborative relationships. The forums have many functions, such as providing opportunities for planning patient care, information sharing as well as learning.

3. How long will it take to implement the plan?

While there are several factors involved in the implementation of the plan, the process is expected to take the least time possible, for example, two weeks. Each element of the plan will initially be implemented at an individual level before overall implementation of the plan.

4. What is the role of collective leadership in the success of the plan?

Collective leadership ensures that responsibility is taken off a single individual and distributed across the group (Bosch, B., & Mansell, 2015). It is based on the premise that every individual is as good as the people whole work alongside them. Thus, instead of relying on one team leader, a leadership group comprising many leaders will be established to discuss issues facing the team.

### **Change Theories and Leadership Strategies**

Lewin's change theory perceives behavior as a varying balance of forces pulling in opposite directions (Kritsonis, 2005). The driving forces accelerate change by pushing healthcare

workers in the opposite directions. As a result, the balance will be shifted to the side of the planned change. It begins by dismantling the status quo with the aim of overpowering the forces of personal resources and group conformity. Next, the organization is moved to another state of equilibrium by encouraging workers about the benefits of the planned change. The group views will be championed by a strong leader with the same vision. After implementation of the change, the management at the John Hopkins Hospital will implement an equilibrium generated from the change by establishing a balance between the driving and the restraining forces.

Democratic leadership style will ensure co-operation and co-ordination is achieved between the interdisciplinary teams. It is based on collaboration and mutual respect, which encourages participation. To achieve collaboration and improve decision making in the hospital, it would be imperative to ensure that the subordinates and the team members are empowered. Leaders will be charged with the responsibility of creating environments that support information sharing. Even though the interdisciplinary team has a leader, he or she does not make autonomous decisions on behalf of the team. All the views of the team members are incorporated before a decision can be arrived at.

### **Team Collaboration Strategy**

The fundamental domain of Interdisciplinary collaboration entails the definition of each of the team member's roles. Team members must be sensitized on what is required of them. It is imperative to share the team roles to enable the teammates see what is expected of each other.

- Nursing supervisors collaborate with other members of the interdisciplinary team to supervise the standards of care provided to the patient. Nurses will report to their supervisors as per the established chain of command.

- The vice president of nursing is in charge of the overall nursing in the hospital. They account for all dimensions of patient care, conformance with regulations and a broad array of other responsibilities.
- Medical doctors provide general or specialized medical care to patients in gastrology, cardiology, pediatrics, dermatology, nephrology, and several others.
- Dieticians plan, examine, implement and assess interventions including those that are related to dietary requirements of patients who require constant therapeutic diets.

The interdisciplinary collaboration paradigm will ensure synergy between the teams to achieve the desired goals of the plan. It will bring together professionals from different departments within the healthcare setting to ensure appropriate decision-making and provision of quality care to the patients. This collaborative approach is significant for the needs of the team and is critical in driving organizational success. Information from different stakeholders within the interdisciplinary team setting will be aggregated and stored in a centralized location for proper decision-making.

One of the best practices for effective interdisciplinary collaboration is effective communication. A streamlined communication process should be established within the team as well as a common language. Further, records should be kept in a timely and clear manner. Team members should also understand and respect the roles of others and the impact they have on patient outcomes (Nancarrow et al., 2013). Another vital component of effective collaboration for interdisciplinary teams at the John Hopkins Hospital is proper conflict management. A clear process should be established in the team for decision-making and conflict resolution. A mechanism should be established to identify conflicts early in the process to enable formulation of mitigative measures.

### **Required Organizational Resources (Human and Financial Resources)**

#### Staffing Needs

Below are the staffing needs for the implementation of the proposed plan.

**Project Managers:** People in this role are charged with the day-to-day implementation of the plan. The project manager will oversee and coordinate all aspects of the plan from inception all the way to implementation.

**Nurse Practitioners:** They are clinical specialists responsible for providing care to patients.

**Physical Extenders:** They work in close conjunction with the medical doctor to provide medical care that is anchored on protocols.

**Medical Doctors:** They are professionals licensed to offer medical care. Some of them have a specialty in numerous areas including pediatrics, neurology, pulmonary medicine, ophthalmology, and psychiatry.

#### Equipment Needs

Several types of equipment will be needed for implementation of the proposal. John Hopkins Hospital already has these equipment installed on its premises. While the exact cost of these equipment is not known, they are estimated to cost millions of dollars.

**Diagnostic Equipment:** Used for diagnosing the medical conditions of patients.

**Treatment Equipment:** They are tools meant for treating specific conditions.

**Life support Equipment:** They are used to sustain the normal functioning of the patient's bodies.

Medical Laboratory Equipment: used in the laboratory to analyze urine, genes, blood and other forms of biological material.

#### Overall Budget Request

Requirement	Cost (M)
Staff Time	\$ 1.5
Resource Use	\$2
Resource Acquisition	\$2
Access Charged	\$2
Total	\$7.5

Substantial human and financial resources have been dedicated to the implementation of the plan. As a result, the resources may go to waste and the organization may suffer a huge financial loss if the plan implementation is not successful.

## References

- Bosch, B., & Mansell, H. (2015). Interprofessional collaboration in health care: Lessons to be learned from competitive sports. *Canadian Pharmacists Journal/Revue des Pharmaciens du Canada*, 148(4), 176-179.
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