

Interview and Interdisciplinary Issue Identification

Student's Name

Institutional Affiliation

Interview Summary

A thorough interview with a senior healthcare professional in a typical mid-sized general hospital highlights several obstacles and prospects for interdisciplinary collaboration within the medical community. The hospital offers an ideal environment for this inquiry because of its focus on patient-centered care and wide range of services, including emergency, inpatient, and outpatient care.

The candidate manages a group of registered nurses and support personnel as a Nurse Manager in the critical care unit. Their duties include managing the workforce, supervising patient care, coordinating across departments, and managing other departmental policies. Thus, they are at a turning point in terms of interdisciplinary collaboration.

The conversation also brought up the unsettling topic of interdisciplinary collaboration in hospitals. Several challenges were identified, such as the necessity of clearly defined pathways between departments and the staff's incapacity to recognize which coworkers are more knowledgeable about topics. Occasionally, these difficulties have led to inefficient operations and delayed patient care.

The hospital had already taken some action to encourage interdisciplinary collaboration in response to these issues, including departmental conferences and the establishment of a staff communication platform. However, these actions were in vain. One barrier to their performance, according to the respondent, has been the sporadic assistance of certain individuals and the absence of consistent support from upper-level management.

While departmental systems and a vertical chain of command impede effective communication, the corporate culture also promotes multidisciplinary cooperation. The interviewee described their involvement in numerous ad hoc committees and task forces aimed at improving patient care. These kinds of experiences were inconsistent, working well in certain

situations but less well in others due to either the targets, goals, or follow-through not being met.

Issue Identification

The main issue with interdisciplinary collaboration in the hospital was noted during the interview. There are a lot of things that make this difficult, including departmental communication issues and the requirement for clarity regarding the roles and duties of different medical specialists involved in care or treatment decisions. There are numerous arguments supporting the suitability of an evidence-based, multidisciplinary strategy to solving this issue (Kwame & Petrucka, 2021).

First and foremost, interdisciplinary research facilitates improved communication between healthcare professionals from various specializations, allowing patients to receive comprehensive care. Team members are less likely to duplicate effort or overlook patient care areas when they are aware of each other's roles and areas of expertise. They can accomplish their aim in fewer steps. In the fast-paced field of healthcare, where information flow directly impacts patient outcomes, improved communication is especially essential. Second, multidisciplinary collaboration can help decision-making by combining various viewpoints and skill sets. Additionally, it entails more comprehensive hospital patient care regimens that incorporate advice from numerous experts. This is particularly crucial in challenging situations (Bendowska & Baum, 2023). This collaboration helps create a more fulfilling work environment for healthcare professionals by including them in their work, which benefits both patients and physicians. Finally, this multidisciplinary strategy complies with contemporary healthcare norms and trends that seek to improve patient-centeredness. An increasing body of research indicates that this kind of horizontal interprofessional cooperation might enhance patient happiness, healthcare resource use, and care quality.

Change Theories That Could Lead to an Interdisciplinary Solution

Higher-order change theories would therefore be more beneficial in resolving the issue of encouraging interdisciplinary collaboration inside the hospital. These theories, put forth by eminent

experts in the area both domestically and internationally, explain how to implement change sustainably.

PDSA Model

The Plan-Do Study Act (PDSA) is a change theory that has a lot of potential for use in creating a comprehensive strategy to address the problems that hospital collaboration faces.

Anyone facing any real-world problem can apply the extremely adaptable PDSA cycle, which was initially developed as part of quality improvement practice (which tries to combine evidence-based medicine with systematic testing) (Coury et al., 2019).

Application to Interdisciplinary Solution

This model involves four stages: Small-scale planning, experimentation, and invention; the examination of the output of the novel system (planning); cross-checking it. Execute the necessary modifications (Acting). Nonetheless, instead of pushing everything at once, we can do things one step at a time and experiment when dealing with big issues like how to promote interdisciplinary cooperation (Coury et al., 2019). Healthcare professionals can incorporate these efforts over time by modifying their new approach in response to quick input and outcomes, thanks to this cyclical process. A few books on quality improvement or health care management point out that one major problem with the hospital system is the absence of multidisciplinary coordination.

Relevance and Credibility

It has long been established by the Plan-Do Study-Act (PDSA) Model that multidisciplinary problem-solving is beneficial. This is significant because it pertains directly to the enhancement of healthcare work in practice, which may better present the opportunity for more feasible and gradual transformation (hospital-healthcare environment). Furthermore, it can be applied to the resolution of cross-disciplinary difficulties by starting with small-scale concerns and approaching them incrementally; that is, adjustments can be made depending on how this model

was put into practice (Coury et al., 2019). In today's interdisciplinary healthcare settings, where teams must quickly adjust to changing patient demands and new information, flexibility is extremely crucial. Effective assistance can be organized based on the Model's widespread application and adoption by quality improvement organizations and healthcare centers. The model was developed by the Institute for Healthcare Improvement using a scientific method for testing hypotheses (Knudsen et al., 2019).

Leadership Strategies That Could Lead to an Interdisciplinary Solution Transformational Leadership

When it comes to addressing the problem of encouraging interdisciplinary collaboration at government hospitals, leadership strategies are even more crucial. Of all these excellent methods, transformational leadership is the best appropriate for team leadership since it inspires and motivates others for the benefit of the group as a whole (Goldsberry, 2018). One tactic is for leaders to present a compelling case for multidisciplinary collaboration, uniting disparate departments with shared interests under a common cause. Additionally, it fosters the innovative and transparent culture necessary to get past departmental barriers.

Servant Leadership

Servant leadership is another important aspect of leadership that centers on the leader's function as a facilitator who prioritizes the needs of stakeholders and team members. It is founded on ideas like being considerate of other people's feelings, actively listening to them, and caring about their growth (Murphy et al., 2020). Servant leadership can be useful here. One of the other top priorities for multidisciplinary interaction is member contributions. Additionally, it fosters strong interpersonal ties and mutual support between the various scientific disciplines.

Both transformational and servant leadership are well suited for interdisciplinary collaboration among interdependent groups; by invigorating, nourishing, and motivating their staff,

these approaches can help the hospital move toward improved patient care and collaboration.

These tactics have a long history of success in organizational management and healthcare, making them excellent options for encouraging advancement throughout the hospital's many disciplines.

Collaboration Approaches for Interdisciplinary Teams

Many helpful and realistic examples exist when looking to improve interdisciplinary collaboration within hospital operations. These approaches can have some significant benefits given the possible communication issues and murky connections across healthcare team members mentioned by the interviewees. Adopting integrated care models is one tactic that is particularly worthwhile in this situation. According to Bendowska and Baum (2023), these models attempt to integrate treatment across disciplines and place the patient at the center of coordinated care. Role definition and shared decision-making are features of the integrated care model that address the issues of unclear roles and inadequate communication that were previously noted in the hospital system. These models make clear the nature of each team member's duties, which promotes a more amicable environment that supports collaborative planning and assessment (Bendowska & Baum, 2023). The usefulness of integrated patient care models in treating this specific issue is supported by research and literature in the healthcare field, which show that these models can greatly increase goal achievement. By bringing together different clinical disciplines, teamwork also benefits individuals who have a long-standing dedication to providing high-quality services. The other is putting team-building techniques to use, such as regular workshops and multidisciplinary gatherings. These calculated actions are intended to foster professional relationships and communication amongst specialists. They regularly get together for conferences and seminars to better understand each other's roles and specialties. However, they also utilize them to discuss patient cases or care plans as a group (Bendowska & Baum, 2023). Research on healthcare management and organizational behavior shows that interdisciplinary teamwork and

communication can be significantly enhanced by team-building exercises. As mentioned in his interview, the hospital's aims align nicely with the implementation of integrated care models and team-building techniques. These strategies are grounded in practical experience and have been shown to facilitate healthcare integration. These techniques will assist the hospital in overcoming the challenges facing interdisciplinary practice today. By taking these steps, patient care, staff happiness, and effective medical work should all improve.

References

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