



The **UNIVERSITY of OKLAHOMA**
Anne and Henry Zarrow School of Social Work



The UNIVERSITY of OKLAHOMA HEALTH SCIENCES CENTER
**INTERPROFESSIONAL EDUCATORS
and PRACTITIONERS ASSOCIATION**
OFFICE of the VICE PROVOST FOR ACADEMIC AFFAIRS & FACULTY DEVELOPMENT

"We make interprofessionally-prepared, collaborative health care professionals who deliver patient-centered care."



Interprofessional Education Collaborative
Connecting health professions for better care

“Team Dynamics”

by

Anthony Kibble and Raina Leckie



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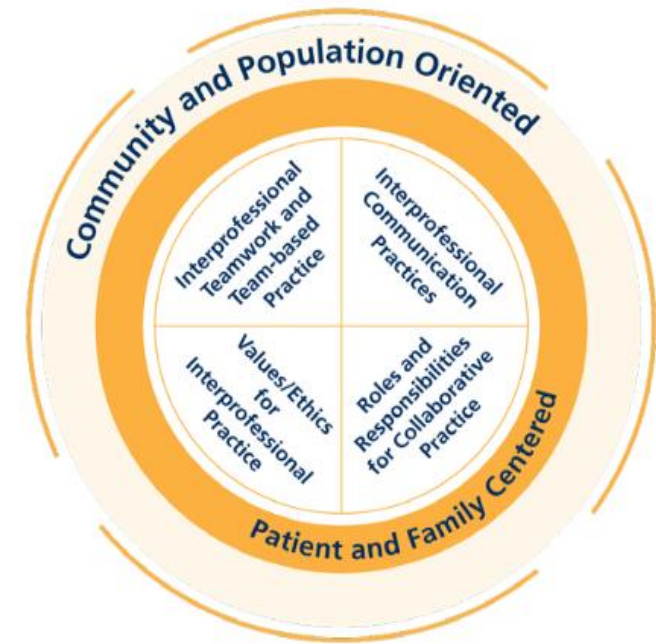
Overview

- IPEC Core Competencies
- NASW Code of Ethics
- Characteristics of Strong Team
- Practice Strategies for Addressing Team Dynamic's
- Facilitator Tips



IPEC Core Competencies

- Values & Ethics for Interprofessional Practice
- Roles & Responsibilities
- Interprofessional Communication
- Teams and Teamwork
 - Apply relationship-building values and the principles of team dynamics to perform effectively in different team roles to plan, deliver, and evaluate patient/population-centered care and population health programs and policies that are safe, timely, efficient, effective and equitable. (Teams and Teamwork)



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The Learning Continuum pre-licensure through practice trajectory

NASW Code of Ethics

Interdisciplinary Collaboration

- Social workers who are a members of an *interdisciplinary team* should participate in and contribute to decisions that affect the well-being of clients by drawing on the perspectives, values, and experiences of the social work profession. Professional and ethical obligations of the *interdisciplinary team* as a whole and of its individual members should clearly established.
- Social workers for whom a *team decision* raises ethical concerns should attempt to resolve the disagreement through appropriate channels.

NASW Code of Ethics cont.

Interdisciplinary Collaboration cont.

- Social workers should not take advantage of a dispute between a colleague and an employer to obtain a position or otherwise advance the social worker's own interest.
- Social workers should not exploit clients in disputes with colleagues or engage clients in any inappropriate discussion of conflicts between social workers and their colleagues.

Characteristics of Effective Teams

- Clear goals
- Structure and membership tied to goals
- Commitment of members (*team spirit*)
- A climate of collaboration (*willing to compromise*)
- Commitment to Excellence
- External recognition and support
- Principled Leadership



Practice Strategies for Managing Team Dynamics

- Establish Trust through reviewing norms, expectations, and rules (interpersonal skills are helpful 😊)
- Clearly communicate the value of every team members opinions
- Use non-directives to convey balance in communication by the group (appropriate body language)
- Redirect promptly
- Pose questions to other team members to minimize the role of a dominant team member
- Inquire with the dominant team member on how they might involve others to resolve current discussion impasse

Facilitator Tips (*see handouts*)



- Model Strong Participation
- Clarify Objectives of Activity
 - Remain Neutral
- Round-robin responses
 - Enforce time limits
- Refocus Conversations
- Promptly address conflict
 - OARS



When we all have our own agenda...

Team Archetypes

<https://www.youtube.com/watch?v=K7agjXFFQJU&feature=youtu.be>



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