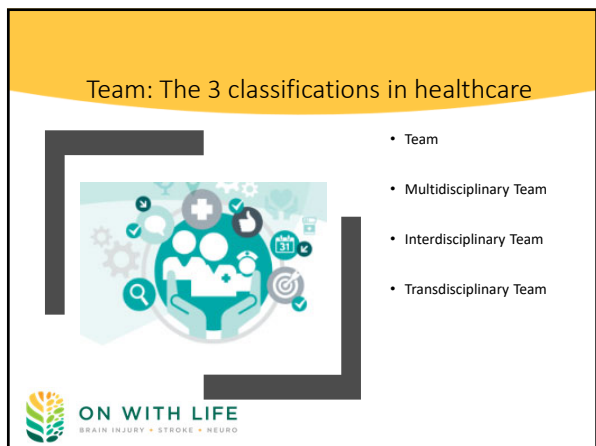



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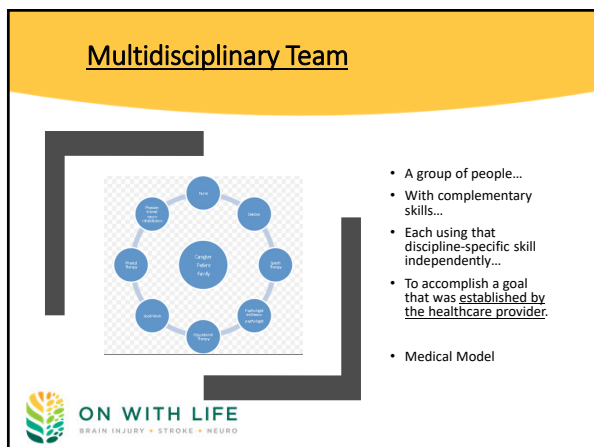


Team


- A group of people...
- With Complementary Skills...
- Plus... purpose.
- What's yours?

ON WITH LIFE
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4



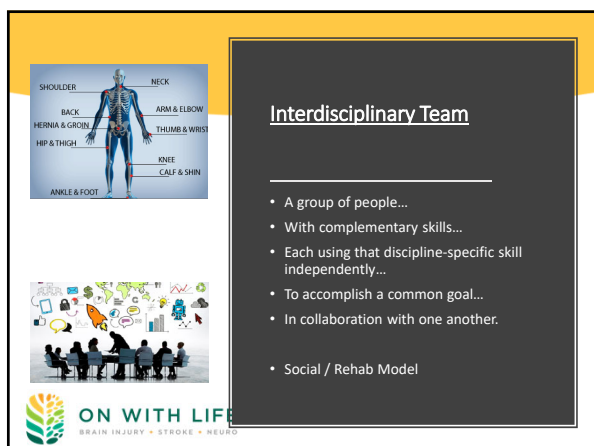
Multidisciplinary Team





- A group of people...
- With complementary skills...
- Each using that discipline-specific skill independently...
- To accomplish a goal that was established by the healthcare provider.
- Medical Model

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5



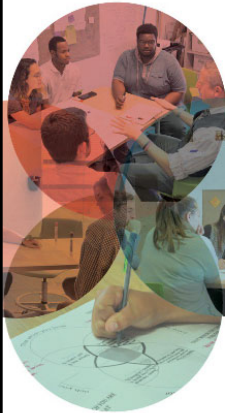
Interdisciplinary Team

- A group of people...
- With complementary skills...
- Each using that discipline-specific skill independently...
- To accomplish a common goal...
- In collaboration with one another.
- Social / Rehab Model

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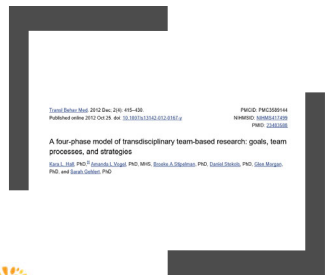


Transdisciplinary Team

- A group of people...
- With complementary skills...
- Sharing, collaborating and applying those skills in concert with one another...
- Blurring disciplinary boundaries / overlapping roles and functions...
- To accomplish the person served's common goals...
- "Ideal" ABI Rehabilitation Model

7

Benefits:



- accelerates innovation and discovery
- advance progress toward solving complex challenges
- increased effectiveness and efficiency in progress

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Benefits: (continued)

- Pragmatic strategy to deliver integrated health and medical care to patients and families.
- Cost-efficient strategy to improve health outcomes for patients and family caregivers across a wide range of populations and clinical settings.
- As compared with multi-disciplinary approach (single-physician; neurology or psychiatry) Higher perceived satisfaction in the areas of:
 - Time Availability
 - Caring and Respect
 - Communication / Explanation
 - Addressing Questions
 - Overall Experience

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9

Challenges to Transdisciplinary Rehabilitation

| | | |
|---|---------------------------------------|---------------------------------|
| Student Training Paradigms | Value Placed on Competency & Autonomy | Funding & Documentation Systems |
| Management Paradigm • Time • Money • Quality | Customer Perspectives | What is my job? |



10





Why it Works in ABI Rehabilitation


| | | | |
|--|--|--|---|
|  COGNITIVE REHABILITATION |  FOCUS ON FUNCTION |  PERSON-CENTERED GOALS |  COMMUNITY REINTEGRATION FOCUS |
| |  ENGAGEMENT-BASED COMPETENCIES |  PSYCHOSOCIAL COMPONENTS OF REHABILITATION | |



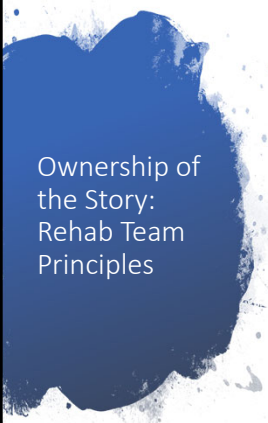
11

Building a Transdisciplinary Team

| | | | | |
|---|---|--|---|---|
|  Get Leadership (and HR) buy-in |  Invest the team in the mission |  Grow new clinicians the transdisciplinary way <small>Be prepared for "role-clarification" questions.</small> |  Offer daily opportunities for face-to-face collaboration and cross-training <small>Meetings Co-treatments Community Outings Re-organize offices</small> |  Give the team ownership of their story |
|---|---|--|---|---|



12



Ownership of the Story: Rehab Team Principles

What is best for the Persons Served?

- We exist to serve our current and past persons served and their families. We must act in their best interests at all times by maintaining dignity, respect, providing individualized treatment, and supporting them in their struggles and their achievements. Act with integrity and altruism.

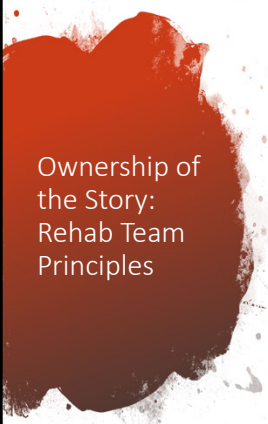
What is best for the team / big picture?

- We are not a team because we work together, we are a team because we respect, trust, care for each other, and have shared goals. View all team members as allies and assume positive intent when interacting with each other. Where there is teamwork and collaboration wonderful things can be achieved.

What is best for me / family?

- Our persons served and families need us to stay happy, healthy and productive. They need us to maintain a healthy harmony between work, community, family life, emotional/spiritual development, and physical fitness. Check-in with each other and ask, "how are you doing?" to help remind us all to keep balanced.

13



Ownership of the Story: Rehab Team Principles

Communication is Key

- The more people know, the better we can collaborate and serve. No team ever failed because they shared too much information. Communicate effectively and openly with clear expectations while maintaining honesty and candor.

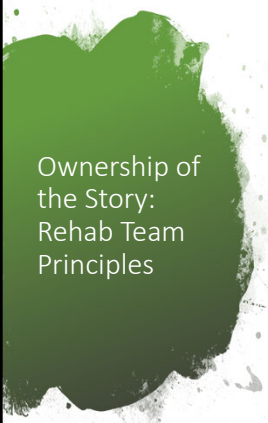
Go the extra mile

- In helping people, we must help them throughout the entire journey. Don't leave them halfway. People of excellence go the extra mile to do what is right. Whether that means starting early, staying late, or doing something outside of your job description, it is the extra mile that separates you as an individual and us as an organization.

Roll with it

- Things change. Roll with it. Use change to reenergize with the new opportunities and possibilities it creates. Be flexible in your ways and open to new approaches. Do what you can, where you're at, with what you have, but never be satisfied.

14



Ownership of the Story: Rehab Team Principles

Be Bold

- We don't improve by playing it safe. Take intelligent risks, don't be afraid to make mistakes, ask questions, be creative, be curious, be BOLD.

Walk in their shoes

- Consider others' challenges, frustrations, and goals and then interact in a way that shows you respect and value them as individuals. Walk in the shoes of your co-workers, persons served, family members, and friends. See with the eyes of another, hear with the ears of another, and feel with the heart of another. Everyone you meet is fighting a battle you know nothing about. Be kind. Always.

Be the expert

- Bring your knowledge and expertise into every situation while still being willing to learn from the individuals we serve. Take time to guide, teach, coach, and mentor others. Sharing knowledge strengthens a team. Be both the expert and the student.

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Ownership of the Story: Rehab Team Principles

Radiate Joy

- Don't worry, be happy. The nature of our work is inherently serious and can be tough at times. For this reason, it is important that we remember to have fun and laugh in order to bring happiness to coworkers, persons served, and families. Life isn't about waiting for the storm to pass, it is about learning to dance in the rain.

BINI

- Be interested, not interesting. Focus on being interested in others by being present, avoiding distractions, and being genuine to truly connect. Listen to understand and make people feel valued. As Maya Angelou said, "People will forget what you said, people will forget what you did, but people will never forget how you made them feel."

EDSO

- The people we serve are not defined by their diagnosis. Our responsibility is to see them as human beings first, and often to remind them of the same. One of the most important ways we do this is through engaging them in ways that facilitate the brain's natural reinforcers. Endorphins (expressed through exercise), Dopamine (expressed through reaching our goals), Serotonin (expressed through achievement) and Oxytocin (expressed through giving back to others) allow us avenues to remind our PS what it feels like to be human!

16

LEGOLAND IS




LEGO

Das Lego der 70er Jahre ist ein toller Prozess, denn jeder der es baut, ist ein Künstler.

Build sets are the best gifts and toys because 5 years to discover the building sets.

Los niños disfrutan con nosotros para que ellos puedan disfrutar de un momento de construcción.

Lego 1978

17



18



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Adaptability

Thank you!

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