Transdisciplinary Coordination: Blurred Lines for Better Outcomes

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Topic List

- Team Definitions in Healthcare
- Key Ingredients in Transdisciplinary Care
- Guiding Principles

Team: The 3 classifications in healthcare

- Team
- Multidisciplinary Team
- Interdisciplinary Team
- Transdisciplinary Team
Team

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

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

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
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

Benefits:

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

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 Concerns
  - Overall Experience
Challenges to Transdisciplinary Rehabilitation

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

Why it Works in ABI Rehabilitation

- Cognitive Rehabilitation
- Focus on Function
- Person-Centered Goals
- Community Reintegration Focus
- Engagement-Based Competencies
- Psychological Components of Rehabilitation

Building a Transdisciplinary Team

- Get Leadership (and HR) buy-in
- Involve the team in the mission
- Grow new clinicians the transdisciplinary way
  - Be prepared for "role-clarification" questions
- Offer daily opportunities for face-to-face collaboration and cross-training
- Engage:
  - Community College
  - Paraprofessionals
Ownership of the Story: Rehab Team Principles

What is best for the persons served?
• We need to serve our current and past persons to enable them to lead healthy, meaningful lives. This requires self-care and professional coaching. Our focus should be on self-care, relationships, and at all times by building strong, respectful, healthy, and productive lives.

What is best for the team/big picture?
• We are a team because we work together; we are a team because we respect, trust, care for each other, and share broad goals. View all team members as allies and assume positive intent when interacting with each other. When facing issues and conflicts, you should work together and collaborate so wonderful things can be achieved.

What is best for me/family?
• Our persons served need someone we believe in the future. We need to provide support, guidance, and direction. Clear, positive, consistent, and personal relationship with the family members, and positive feedback is key.

Communication is Key
• The more people know, the better we can work together. We need to share because they are more informed and can make better decisions.

Go the extra mile
• In helping people, we must help them throughout the journey. We should keep our promise, maintain our integrity, and do our part to help others thrive. "Otherwise, we are not off the mark."

Be the expert
• Bring your knowledge and expertise into every situation, share ideas, and bring ideas to learn from the individuals we serve. Take time to guide, teach, coach, and motivate others. Sharing knowledge strengthens a team. Be both the expert and the student.
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 the reasons
  discussed in the previous section, it is important to 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’s about learning to dance in the rain.

BINI
- Be interested, not interesting. Focus on being interested in others by being interested in what they value. Avoid distractions and be present to truly connect with them. 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 diagnoses. They are more than the sum of their symptoms. We engage in important ways we do this is through engaging them in ways that facilitate their life’s value and sense. People play a critical role in shaping and growing our employees, whom we value through meaningful work. However, our work is not limited to the eight hours we spend on the job. Our employees are encouraged to get away from work and engage in activities they enjoy and to reach out to their friends and families to create a connection back to the outside. These are examples to remind our PS what it feels like to be human.

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Thank you!

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