A Multidisciplinary Team Effectiveness Programme

Dr Jen Yates, Hazel Sayers, Dr Brian Crosbie & Dr Rebecca Fisher
What to expect

• Improving effective multidisciplinary team working

• What did we do?

• So what?
Aims

• There is a great deal of education aimed at providing stroke-specialist skills for community stroke rehabilitation teams

• However, there is a lack of training to facilitate effective team working in multidisciplinary teams

• The current project aimed to deliver a training programme highlight areas of good practice within the teams, and identify strategies for improvement.

• A series of workshops delivered to each team
### Background

- Developed from an earlier project funded by the Higher Education Innovation Cluster (HEIC)
- Adapted for the local needs of each team in the East Midlands
- Informed by the research of Carol Borril and Michael West and inputs, processes, and outputs model

---

#### Team Effectiveness

<table>
<thead>
<tr>
<th>Input</th>
<th>Processes</th>
<th>Output</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Location</td>
<td>• Clarity of objectives</td>
<td>• Clinical outcomes</td>
</tr>
<tr>
<td>• Context</td>
<td>• Decision making/Participation</td>
<td>• Innovation</td>
</tr>
<tr>
<td>• Team Task</td>
<td>• Communication</td>
<td>• Cost effectiveness</td>
</tr>
<tr>
<td>• Team Composition</td>
<td>• Reflexivity</td>
<td>• Team member well-being</td>
</tr>
</tbody>
</table>
How did we do it?

- Workshops one and two:
  - The evidence base
  - Theories of team working
  - Using data
  - Focus group interviews
How did we do it?

- Workshops three and four:
  - Theories of change and improvement
  - Goal setting
A journey

- Team reports – important to feedback to teams
- Follow-up in six months time
Measuring impact

- Completed goals at six months
- Team effectiveness questionnaire
- Feedback from participants

How would you rate the programme overall?

To what extent do you think you can apply the learning from the workshops to your work?

- Pragmatic approach
  - Research questions?
Key outcomes

- Goals identified by the team
- The Team Report
- Resources for future use and sustainable effective teamworking
- Exploring roll-out beyond the East Midlands - Challenges

S - specific
M - measurable
A - attainable
R - relevant
T – time bound
• **Staff:** Increased awareness and knowledge, and practical improvement tools to use in everyday practice. Opportunity to reflect on how teams work with time to celebrate successes, share best practice, and identify areas to improve

• **Patients and Carers:** Joined up working between different disciplines within the team, and tools to help cross-boundary working with other teams will increase quality of care
In summary

• **Why did we do this?** Addressing a gap in training for effective MDT working

• **What did we do?** A series of workshops for each team across the East Midlands to facilitate effective MDT working

• **So what?** Community stroke teams can benefit from increased knowledge of the evidence base, improvement techniques, and reflecting on practice to celebrate success and identify areas for improvement
Thank you

Any Questions...?

Jennifer.yates@nottingham.ac.uk
www.emahsn.org.uk
Twitter: @EM_AHSN