



# collaborate

Better health for all

## COMPETENCY 4: Collaborative Leadership

### What is collaborative leadership?

Collaborative leadership occurs when health providers/ students work together as a team with the person and his/her family to plan, introduce and evaluate care and services. Each member of the team shares responsibility for their role in the process toward creating positive healthy outcomes.

Leadership roles are based on the need for a specific expertise at any given point in time.

There are two types of expertise that may be needed:  
leadership that keeps people on task as they work toward the goal  
leadership that helps team members work well together

In collaborative leadership, people receiving care can be leaders or the leadership can be shared amongst the health providers/students. At times, one leader is responsible for the work flow and another leader provides a link between the patient/client/resident and the health providers/students.

### How does it work? Each person on the team:

- collaborates in shared decision making
- owns the responsibility for their part of the chosen process
- contributes to creating a team that works well together
- creates a positive climate for collaborative practice
- works toward a positive outcome



### COLLABORATIVE LEADERSHIP IN ACTION

A person who receives a diagnosis of bipolar disorder is reluctant to use mood stabilizing medications. Research supports this intervention as best practice. The individual does not feel that he has enough information about why mood stabilizers are necessary and believes that his family and his doctor are trying to control him.

His family physician, a psychiatrist, a community pharmacists and a community mental health worker discuss their knowledge of the individual and his current condition. They compile a list of the many reasons the individual may be reluctant to use mood stabilizers.

As a group, the health-care providers identify the roles each can play in supporting the individual to make an informed choice about medication use and how they will support that choice. As the community mental health worker has developed a therapeutic relationship with the individual, the team decides she will act as the primary contact person.

She meets with the individual to explore his concerns, provide education about the medications and help to resolve barriers to use. The individual has made an informed choice about his use of mood stabilizers and has a recovery plan that he is willing to work on.

### Outcome

Working together and sharing decisions in a positive collaborative environment leads to an improved quality of care and better health outcomes.

### CLICK HERE for more information:



Collaborative Care Information



Person-Centred Care Information