

# Me to We for IPC



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CAB VI

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Thunder Bay Regional  
Health Sciences  
Centre

healthy  
together

# Learning Objectives

1. **Insights on StrengthsFinder 2.0 and how an appreciation of ones' own and others strengths enhance Interprofessional Collaborative Practice (IPCP)**
2. **Strategies for and benefits of collaborating with participants in designing Interprofessional Education (IPE)**
3. **Strategies for creating a sustainable change in IPCP beyond a single IPE session**



# Start with Self...



“We began to realize that if we wanted to change the situation, **we first had to change ourselves**”.

- Stephen R. Covey



# Strengths



# Strengths Research

If your boss:

Ignores you

**40%** chance of disengagement



# Strengths Research

If your boss:

Ignores you

40%

chance of disengagement

Focuses on your weaknesses

22%

chance of disengagement



# Strengths Research

If your boss:

Ignores you

**40%** chance of disengagement

Focuses on your weaknesses

**22%** chance of disengagement

Focuses on your strengths

**1%** chance of disengagement



# Talent

Your natural way of being

# X Investment

Time spent practicing and developing skill

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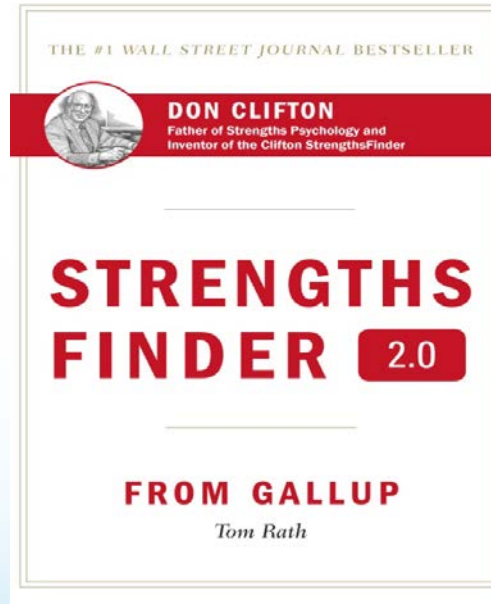
# Strength

Consistent performance that improves confidence, direction, hope and kindness towards self & others





# StrengthsFinder 2.0



FUTURE & POSSIBILITY FOCUSED  
Decisions made via intuition

**INFLUENCING**  
People & Potential  
**Grow Potential in  
People and their ideas**

**STRATEGIC**  
Ideas & Possibility  
**Create Strategies  
for the Future**

**The  
Learning  
HUB**

**RELATIONSHIP  
BUILDING**  
Team & Relationships  
**Engage & Include Others**

**EXECUTING**  
Process &  
Implementation  
**Make it Happen and  
Take Responsibility**

PRESENT & REALITY FOCUSED  
Decisions made via senses (see, touch, hear)

PERSON &  
FEELING  
FOCUSED

TASK &  
THINKING  
FOCUSED

Adapted from Charlie  
Pellerin's 4D Model &  
StrengthsFinder 2.0

# Strengths Activity



# Team Strengths Grid



	EXECUTING								INFLUENCING						RELATIONSHIP BUILDING						STRATEGIC THINKING																
	Leaders with dominant strength in the Executing domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to “catch” an idea and make it a reality.								Those who lead by Influencing help their team reach a much broader audience and help those around them develop and grow. People with strength in this domain are always selling the team’s ideas inside and outside the organization. When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence.						Those who lead through Relationship Building are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts.						Leaders with great Strategic Thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain continually stretch our thinking for the future.																
Team Members	Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intellection	Learner	Strategic			
Amanda	4													5																							
Kelly															5	4								2						3	1						
Michelle												5												2													
Ron				3				4										5	2			1		2							3			4			
Amy								1	3																	5											2
Adam					3		2	4								1							5							4							
Carolyn	1	4																5						3		2											

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# Option 1 – Q&A

- Co-creation
- Sustainability



# Option 2 – Our Story



# Option 3 – Interactive Presentation



# Benefits of Co-creation

- Session is customized to the needs of the end users
- The design team (co-creators) become champions
- The team is more invested because their ideas have been built into the session
- Team is more receptive to the session
- Role model collaborative practice





# Strategies for Co-creation

- **Conduct a needs assessment:**
  - Survey the entire team
  - Interview the manager/other leaders
  - Manager collects input from team
- **Establish a design team to confirm purpose of session and co-create it**
- **Have design team discuss proposed concept with colleagues**
- **Have team members assist in delivering the session**



# Strategies for Sustainability

- Coaching with team leaders
- Design team becomes a sustainability committee
- Include as many team members as possible in the retreat
- Align with existing team and organizational initiatives
- Promote ongoing awareness and inspiration with visuals on the unit
- Embed key concepts into daily practices
- Design strategies for ongoing reflective practice



# Questions and Comments



# *Thank you*

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