



Leadership Legacy: A Practical Application of Leadership Theory for Interprofessional Learners

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Rationale

- Interprofessional collaborative care has become the preferred model for patient- and community-centered health care.^{1,2}
- Health professionals just entering the workforce are being expected to not only be participants but also occasionally leaders of these interprofessional teams.^{3,4,5}
- Few educational interventions currently address this expectation.



Background

- Leadership Legacy: interprofessional extracurricular enrichment opportunity designed to enhance participants' collaboration, teamwork skills, and emotionally intelligent leadership capabilities .
- Program addresses four IPEC sub-competencies⁶.



Background Cont.

Domain	Competency
Teams & Teamwork 5	Apply leadership practices that support collaborative practice and team effectiveness.
Interprofessional Communication 4	Listen actively and encourage ideas and opinions of other team members.
Interprofessional Communication 5	Give timely, sensitive, instructive feedback to others about their performance on the team, responding respectfully as a team member to feedback from others.
Values/Ethics for Interprofessional Practice 4	Respect the unique cultures, values, roles/responsibilities, and expertise of other health professions and the impact these factors can have on health outcomes.



Structure of Leadership Legacy

- Honors-level elective
- Intended for upper-level students who have completed a core curriculum requirement in IPE
 - Pool comes from 8 different UK health/healthcare programs.
- Selective, application only ~18-24 students



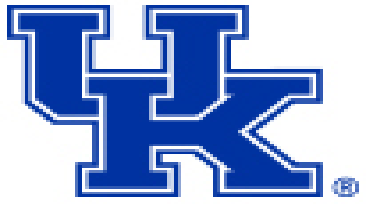
Structure of Leadership Legacy Cont.

- Initial **team-building retreat** incorporating DISC Personality Assessment
- **Speed Mentoring:** program participants meet with a diverse group of leaders to discuss their roads to leadership
- **Negotiation Skills Simulation:** students enhance negotiation skills and improve their understanding of community engagement through simulated negotiation session

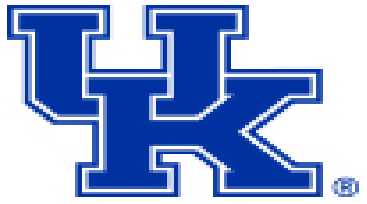


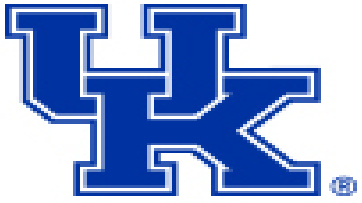
Structure of Leadership Legacy Cont.

- **Mock Legislative Advocacy Hearing:** students build leadership capabilities within the context of political advocacy during a mock hearing
- **Herd Dynamics:** equine-guided final retreat teaching leadership competencies that can translate to working with humans.
- **Final Graduation Reception:** teams present their **community service gap projects**









The “Legacy” Portion

- Students from previous cohorts return to
 - Recruit
 - Attend planning meetings
 - Provide additional feedback
 - Volunteer if needed



Logistics

- Center for Interprofessional Health Education convenes program liaisons meet to set the dates for the events.
- Center oversees all details.
- Modest time investment from faculty



2015 & 2016 Methods & Results

- Attitudes Toward Health Care Teams scale administered pre-and post experience.⁸
- Significant positive changes for almost 40% of items on the Scale, half of those significant for both 2015 & 2016 cohorts
- Significant positive change for other items measuring the course objectives (TT5, CC4, CC5, VE4)



2017 Methods and Results

- Interprofessional Collaborative Competency Attainment Survey (ICCAS) administered pre-and post experience.⁹
- Significant positive movement on almost all items within Communication, Collaboration, Roles and Responsibilities, and Conflict Management/Resolution domains.



Leadership Theory

Activity	Competencies ^{7,10}
Team-building retreat	Self-Understanding, Others' Circumstances, Verbal Communication
Speed Mentoring	Verbal Communication, Analysis, Self-Understanding
Negotiation Skills Simulation	Ethics, Verbal Communication, Analysis
Mock Legislative Advocacy Hearing	Social Justice, Others' Circumstances, Analysis, Research
Herd Dynamics	Analysis, Self-Understanding, Others' Circumstances
Community Service Gap Project	Social Justice, Others Circumstances

Citations

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