Interprofessional Collaborative Organization Map and Preparedness Assessment (IP-COMPASS) Dialogue Guide

This dialogue guide has been adapted with permission from: Parker K, Oandasan I. Interprofessional Collaborative Organization Map and Preparedness Assessment (IP-COMPASS). Toronto: Kathryn Parker and Ivy Oandasan; 2012.

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IP-COMPASS DIALOGUE GUIDE

Preamble

This dialogue guide is an adaptation of *Interprofessional Collaborative Organization Map and Preparedness Assessment (IP-COMPASS) by Parker & Oandasan 2012,* based on the updates to the Canadian Interprofessional Health Collaborative (CIHC) framework that occurred in 2023. It is suggested that this tool be to guide conversations to help interprofessional teams improve collaboration and functioning in a meaningful way. This structured framework will help teams reflect on their strengths and areas of improvement, to then create actionable plans to that aim to optimize team function.

Before engaging with the IP-COMPASS dialogue guide, team members should individually complete the Advancing Collaborative Teams Assessment Toolkit Revised (ACT-R). To access the ACT-R please email Sarah Gregor at gregos9@mcmaster.ca.

Aggregate and anonymized results of the ACT-R will be shared with each team from an experienced faculty member from the Center for Advancing Collaborative Healthcare & Education from the University of Toronto. Only once these results are shared, do we suggest engaging in the IP-COMPASS Dialogue Guide.

Key Terms

Interprofessional Education (IPE): Interprofessional education occurs when two or more professions learn about, from and with each other to enable effective collaboration and improve health outcomes.[1]

Interprofessional Collaboration (IPC): The provision of comprehensive health services to patients by multiple health caregivers who work collaboratively to deliver quality care within and across settings.[2]

Definitions of other terms are provided in the Glossary at the beginning of the User Guide.

1 World Health Organization (2010). Framework for action on interprofessional education and collaborative practice. Available at: http://whqlibdoc.who.int/hq/2010/WHO_HRH_HPN_10.3_eng.pdf

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1 – REVIEWING CURRENT IPC COMPETENCIES IN THE GROUP

Review the results from the Advancing Collaborative Teams Assessment Toolkit - Revised (ACT-R) that was completed by your group.

Identify the following:

1. Which competencies are perceived as a strength of your group?
2. Which competencies are perceived as areas that should be improved?
3. Which competencies have high variability in perceived ability within your group?

STEP 2: TAKE ACTION:

2 - CELEBRATING STRENGTHS

You have likely identified several strengths in your group that support interprofessional collaboration.

- How can you recognize and celebrate the strengths you identified through this process?
- Do you have experiences, ideas, or expertise that you could share with other clinical settings who would like to improve in these areas?

Jot your ideas here: _____

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3 - IDEAS FOR STRENGTHENING YOUR ORGANIZATIONAL CULTURE

Review which IPC competencies your group has perceived as an area where growth can occur, or where there is a lot of variability in perceived ability. Consider all these together and discuss ways to make your team more supportive of IPC within these domains. Also consider the following questions:

- Which ideas do you think will have the biggest impact?
- Which ones will take a long time to achieve? Which ones will happen quickly?
- Which ones will be relatively inexpensive? Which ones will require more resources?
- What other ideas do you have?

Jot your ideas here: _____

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4 - PRIORITIZING

You are more likely to accomplish your goals if you focus on only one or two things at a time. To start with, you might want to pick some "easy wins." Once these are accomplished, you can return to the drawing board and tackle a more challenging issue!

What are the 3 things you will do differently to make your culture more supportive of IPC? Choose 1-2 "easy wins" and 1 more challenging issue. Goals should be listed in a SMART format (Specific, measurable, achievable, relevant, and timely)

1. _____

2. _____

3. _____

5 - CHANGING THE CULTURE OF YOUR CLINICAL SETTING

Through discussion and reflection, you have likely identified some things you would like to do differently. It takes time and concerted effort to change organizational culture, but it can be done. As you move forward, consider:

- Within your organization, what are the most effective ways of making the types of changes you want to make?
- Who should be involved in making these changes?
- How can you gain support for the changes among organizational leaders? From managers? From front-line care providers? From other staff?
- Whose expertise can you draw on from the broader community as you make these changes?

Jot your ideas here: _____

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6 - ACTION PLAN TEMPLATE

You can use this template for developing specific, concrete action plans. You will use one template for each goal. Once you have developed your action plans, you might set up a set of progress update meetings to keep the actions on track.

Goal 1: _____

Date of Meeting for Follow Up: _____

Strategies/ Activities How are we going to do it?	Resources What do we need? (Costs, materials, people, equipment)	Responsibility Who will do it?	Indicators of Success How will we know we have done it?	When will we start? When would we like to have it in place?

Goal 2: _____

Date of Meeting for Follow Up: _____

Strategies/ Activities How are we going to do it?	Resources What do we need? (Costs, materials, people, equipment)	Responsibility Who will do it?	Indicators of Success How will we know we have done it?	When will we start? When would we like to have it in place?

Goal 3: _____

Date of Meeting for Follow Up: _____

Strategies/ Activities How are we going to do it?	Resources What do we need? (Costs, materials, people, equipment)	Responsibility Who will do it?	Indicators of Success How will we know we have done it?	When will we start? When would we like to have it in place?

 Follow-Up:

This is to be filled out on the follow up meeting to track your progress towards your goals. This section will be used to:

- Review your progress towards goals
- Celebrate successes as a team
- Identify/address anything that is impeding progress towards IPC goals.
- Identify new priorities and new plans for improving IPC as a team .

7 - Reviewing Previous Goals:

Goal 1: _____

As a group discuss and reflect on the following questions:

- Have you achieved your goal? (Achieved, Partially Achieved, Not Achieved)
- What has contributed to your progress towards the goal?
- What has been a barrier towards achieving your goal?
- Outline next steps to work required to achieve your goal:

Jot your ideas here: _____

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Goal 2: _____

As a group discuss and reflect on the following questions:

- Have you achieved your goal? (Achieved, Partially Achieved, Not Achieved)
- What has contributed to your progress towards the goal?
- What has been a barrier towards achieving your goal?
- Outline next steps to work required to achieve your goal:

Jot your ideas here: _____

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Goal 3: _____

As a group discuss and reflect on the following questions:

- Have you achieved your goal? (Achieved, Partially Achieved, Not Achieved)

- What has contributed to your progress towards the goal?
- What has been a barrier towards achieving your goal?
- Outline next steps to work required to achieve your goal:

Jot your ideas here: _____

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8 - Outlining future goals:

Improving IPC should be an iterative process. Take the time to consider any new goals that may be relevant to work on? Remember, to use SMART goal formatting! (Specific, Measurable, Achievable, Relevant, and Timely)

1. _____

2. _____

3. _____

If new goals are determined, start again at section 6 (Action Plan Template) to create practical steps to achieving your new goal!