



Collaborative Care Leadership

Why Collaborative Care Leadership?

Collaborative Care Leadership fosters an environment of ongoing learning, sharing, mentorship, and support to ensure excellence in collaborative practice. Effective Collaborative Care Leadership is critical to the successful implementation and sustainability of collaborative practice, collaborative processes and quality culture.

What is Collaborative Care Leadership?

Collaborative Care Leadership means that all leaders—regardless of their role, or position in the health system—must be able to lead themselves, engage others, achieve results,

develop coalitions, and conduct systems transformation in order to create the Canadian health system of the future. To create a leadership culture, each person in the system, regardless of position or title, must exercise leadership when it is required. This is distributed leadership (adapted from LEADS Framework).

Collaborative Care Leadership Process

Who

Collaborative Care Leadership can be modeled by individuals in formal or informal leadership positions. Leadership [CONT. →](#)

CHILD & FAMILY EXPERIENCE	PROVIDER EXPERIENCE	OPERATIONAL LEADERSHIP
I am confident that my team has the right skills to meet my needs.	I am clear and competent in the activities I need to do to address the child and family's needs.	I'm confident my staff are enabled to perform at their full capacity.





is required by Collaborative Care Teams in order to effectively mentor individual providers and clinical teams in the delivery of Patient and Family Centred Care.

When

Collaborative Care Leadership is demonstrated at all times throughout all levels of Alberta Health Services. Opportunities for Collaborative Care Leadership occur throughout the provision of Collaborative Care.

Where

Collaborative Care Leadership occurs at all levels of Alberta Health Services. It is a crucial component to the organization to enable a cultural shift whereby patients, families, frontline staff, physicians, and organizational leaders are empowered to recognize that their opinion is valued and a necessary means to establishing a Collaborative Care environment.

How

Collaborative Care Leadership functions as a resource to patients and families, colleagues, staff, students, physicians, and the entire Collaborative Care Team. Collaborative Care Leadership should be actioned to foster an environment of mentorship and support to sustain excellence in collaborative practice.

COLLABORATIVE CARE LEADERSHIP SKILLS CAN BE FOSTERED BY:

- ensuring child and family involvement in care planning
- focusing on interprofessional relationships as part of the team's culture
- acting as a role model and resource for Collaborative Care
- facilitating effective team communication and assignment of care (see Assignment of Care Primer)
- monitoring, coaching and mentoring safe quality care
- promoting role clarity
- maximizing the value of unique and overlapping functions
- maximizing scope of practice
- enhancing team practices, processes and shared decision making
- supporting individual accountability as defined within one's legislated scope of practice or job description
- facilitating constructive conflict resolution strategies
- developing trust as foundational to team building
- contributing to the initiation, development, implementation and sustainability of Collaborative Care

*Adapted from the Canadian Interprofessional Health Collaborative (CIHC) competencies

Effective Collaborative Care Leadership is critical to the successful implementation and sustainability of collaborative practice, collaborative processes and quality culture.

