**INTRODUCTION**

- Integration between disciplines improves patient care and safety
- Collaboration is improving between bedside providers
- Gaps in teamwork exist at the leadership level
- Inter-professional leadership teams can improve delivery of care and outcomes

**PROBLEM**

Unless inter-professional teamwork is occurring at the leadership level, in concert with bedside efforts, patient care and outcomes can continue to be fragmented, with less than desirable results.

- High reliable units in department are engaged in ongoing research, improvement process and implementation of best practices within individual units.
- Fragmented work across professions and units in department resulted in duplicated or overlapping work targeting quality improvement, patient experience and other shared goals.
- Barriers to improvement required input and solutions from multiple professions in department and support from leadership.
- Changing health care environment and challenges in caring for patient population required ability to quickly identify strategies to improve outcomes while conserving resources.
- Department need for overall strategic plan and goals.

**INTERVENTION**

The Women and Infants Multidisciplinary Steering Team provides strategic direction, oversight and collaboration to advance patient care and prioritize initiatives for the division.

- Objective: Align department actions with the organization’s mission and vision and to deliver high-quality healthcare; provide ongoing strategic goals for patient care in all units in the Women and Infants’ division.
- Team Charter provides the framework for the group and clearly establishes expectations.
- Focusing on a common, collective goal at the leadership level translates a shared vision through all units; diminishing silos, repetitive work, counterproductive interactions, and promotes a persistent message of interconnectedness and patient centered care.
- Traditional roles and hierarchy of leadership and expectations for medical directors and the administrative nursing leaders are broken down to compel dialogue and innovation.
- The division’s previous experience with implementing TeamSTEPPS provides the foundation and skills to advance teamwork and collaboration at the leadership level.
- Awareness of complex systems, whole scale change and high reliability are synthesized in group interactions and division planning to lead to an overarching collaboration and dynamic momentum for the division.

**REFERENCES**


