

NR 703 Week 3 Discussion; Leading Interprofessional Teams - Propose how a professional practice model

Answer

1. Propose how a professional practice model might overcome barriers to leading a practice change project in an interprofessional environment.

Keleekai-Brpoh and Toresco (2020) describe a professional practice model (PPM) as essential to leading practice change within nursing. They describe it as a theoretical, practical, and visual representation of the organization's underlying work culture and nursing practice. By providing a framework for nurses, the care they provide, and interprofessional communication, a standard for practice is developed, and expectations are set. This can be translated into leading practice change by using the framework to direct the project. When applied to leading a practice change project in an interprofessional environment, it is easy to see how using a PPM can help overcome barriers and resistance to change and address conflict when it arises. When applied to a practice change project, a PPM allows individuals to identify their roles, understand the structure and purpose of the project, and recognize the team hierarchy and dynamics. When goals, benchmarks, purpose, boundaries, and roles are clearly defined, they outline what should be expected of leaders and team members.

Collaborative practice and transformational leadership help nurse leaders meet the challenges of implementing change projects and leading their teams (Goldsberry, 2018). Interprofessional describes working among peers within the same profession, which has benefits and drawbacks. One benefit is that working toward improvement within the work environment and achieving common goals can create a strong bond among individuals. It can also improve the working environment and overall culture of the workplace, increasing job satisfaction and employee morale. Using a PPM that encourages collaboration helps enable reflective behaviors, promotes a "we" mindset, and improves interactions among team members (McLaney et al., 2022). This ultimately helps advance change and minimize or eliminate conflict. One major drawback is that power dynamics and the stress of implementing change can cause issues between leaders and their teams. Fortunately, developing and implementing an organizational PPM can minimize many issues by setting standards and expectations for operating professionally in the workplace (Doleman & Twigg, 2022).

References:

- Doleman, G., & Twigg, D. (2022). Development, implementation, and evaluation of a professional practice model: A scoping review. *Journal of Nursing Management*, 30(7), 3519-3534. <https://doi.org/10.1111/jonm.13820>
- Goldsberry, J.W. (2018). Advanced practice nurses leading the way: Interprofessional collaboration. *Nurse Education Today*, 65, 1-3. <https://doi.org/10.1016/j.nedt.2018.02.024>