Interview and Interdisciplinary Issue Identification

Student’s Name

Institutional Affiliation

Date

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My interview with a fellow nurse working in the intensive care unit (ICU) department in our facility showed shocking figures about the prevalence and epidemiology of Staphylococcus infections in inpatient population at the facility. Through the interview the colleague demonstrated the rise of the infection of this strain of bacteria as a hospital acquired infection among patients with weak immunity. The colleague was categorical that this rise illustrated the need for the administration and health professionals un the facility to do something apart from strict adherence to the set precautions and strategies to reduce infections. The standard practices like hand hygiene, utilization of personal protective equipment and safe injection as well as etiquettes when coughing and handling contaminated equipment were not enough to curb the rising numbers.

The increase in the infections requires collaboration of all health care providers and practitioners to implement evidence-based practices. All the healthcare teams in the facility were concerned about the safety of patients, which is a core aspect of quality patient outcomes. Collaboration is essential as it allows various teams to share knowledge, experiences, and evidence-based practice interventions to reduce the infections and enhance patient safety and delivery of quality outcomes (Power, 2016). The interdisciplinary collaboration implores all providers, right from physicians to nurses and pharmacists as well as laboratory technicians to collaborate and work together to implement solutions and reduce the prevalence of such infections.

**Integration of Evidence-Based Practice in Issue Identification**

The problem of infections needs the establishment of quality improvement team to use present or update evidence-based practice interventions. A practice becomes evidence-based when meet three equally assessed factors that include its contribution to relevant research knowledge, entails clinical expertise and patient values as well as preferences. The selected quality improvement team needs to develop precise goals, objectives, and roles at their start of their sessions to attain a sense of direction concerning their efforts (Leming-Lee & Watters, 2017). For instance, the team can be led by a nurse leader and carry out extensive studies through literature reviews of relevant and reputable journal articles on how organizations tackle hospital-based infections. Through this approach, the team will understand the most appropriate way and practices to address the identified issues.

Upon collecting evidence, the team needs to have a session and discuss the implications of the evidence to various stakeholders. These include patients, health professionals in the facility and the management as well as health care agencies. The team needs to conduct extensive discussions with various care providers that will implement and be impacted by the changes. The team must also consider the resources it needs, especially human and financial resources to implement the changes. The team can also benchmark with other organizations implementing similar changes and facing same problem.

**The Role of Change Management Theories**

Implementing changes in health care organizations is challenging, particularly if relevant stakeholders do not participate or get involved in the entire process. The team mandated with the change process should ensure that they get a buy-in from all stakeholders and implement measures that will minimize or mitigate potential resistance since many people resist change and want the status quo (McNicholas et al., 2019). The team must select change management theories that facilitate communication among the various stakeholders.

Change management theoretical perspectives explain the change process, offer the best means of assessing the process, cultivate a sense of accountability and enhance confidence. For instance, the team can implement the changes to minimize hospital acquired infections through the Plan-Do-Study-Act (PDSA) model. The approach comprises of four stages which are used mainly to improve a certain process and bring the desired changes. for the model to work effectively, the team should consider feedback from all stakeholders, both internal and external users and targeted populations (Donnelly & Kirk, 2015). The model also allows researchers to evaluate changes on a smaller level, and build on information before executing a project. Through the model, stakeholders can be positioned better in determining the success rate of the proposed change and respond adequately if something goes wrong. The model is viewed to be much safer and less disruptive to all professionals.

**Role of Leadership Strategies in the Process**

The leadership style used by leaders in an organization impacts to a significant level the implementation of evidence-based practice interventions. For instance, democratic leadership style leads to better implementation of change projects when compared to authoritarian approach. Further, transformational leadership inspires hope and success in employees and other stakeholders and their abilities to tackle a problem (Aarons et al., 2015). Through these two leadership, views of all stakeholders are considered when implementing organizational changes through EBP interventions. The implication is that by using these models, change implementers reduce potential resistance to change in organizations.

**Collaborative Approaches**

Inter-professional collaboration is a core component of change implementation and EBP interventions to enhance patient outcomes. Imperatively, members of interdisciplinary team should work as a unit to ensure that the identified problem is addressed sufficiently. Effective collaboration occurs when clear-cut roles and responsibilities exist in a team (Reeves et al., 2017). Collaborative approaches in change management and implementation include formation of coalitions with other sectors and facilities, having formal and informal connections, developing strategic alliance and formation of public-private partnerships (Webster, 2016). The selection of the appropriate collaborative approach depends on several factors that include resources availability, types of services provided by the health care organization and the goals of the interdisciplinary team.

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