

Example team discussion - Inter-professional credibility

1. Explain your aims for the session: ⌚ 2 mins

- ❖ to understand more about different professional groups
- ❖ to develop plans to ensure all team members can contribute all their knowledge skills and experience to the team

Tip: This activity requires team members to be open and honest about the power dynamics within the team. This can be difficult when dominant professional groups are present, but if there are problems of inter-professional respect, these discussions are vital.

2. Working in profession groups, ask team members to consider their contribution:

⌚ 5 to 10 mins

- ❖ the knowledge, skills and experience that their group brings to the team
- ❖ any differences they perceive in working styles or approaches between groups
- ❖ what makes it easy for them to contribute
- ❖ what makes it difficult for them to contribute

3. Working as a team, invite team members to develop 'ground rules' for the discussion:

⌚ 5 mins

- ❖ e.g., commitment to respect and give regard to different professional approaches
- ❖ e.g., commitment to listen carefully, non-judgementally and with interest
- ❖ e.g., commitment to look for new and innovative ways of using the differences that each team member brings to the team

4. Invite each professional group to describe their contribution: ⌚ 10 to 30 mins

- ❖ their current and potential contribution and the factors that enable, or prevent, the use of these contributions
- ❖ any differences in professional working styles or approaches

Tip: Encourage team colleagues to ask questions for clarification.

Tip: During this discussion, we often hear the phrase 'that's just your perception'. It is important that you challenge such comments. Explain to team members that 'perception' is an individual's reality and therefore what drives their behaviour, so it is vital that we understand each other's perceptions.

5. Lead a discussion to identify ways in which the team could improve: ⌚ 15 to 30 mins

- ❖ improve and maintain understanding of the knowledge, skills and experience held by each professional group
- ❖ show more respect and regard for every professional group in the team
- ❖ overcome any barriers to contribution currently encountered by professional groups

Tip: As a facilitator you will need to keep discussions positive and focussed on future performance. It can be helpful to keep coming back to the questions:

- How does this team need to work together to achieve the team's objectives?
- How can we combine different approaches to ensure we provide an even better service to our clients?

6. Record plans and agree review date ⌚ 5 mins

Source: ATPI Development Toolkit – 116 tried and tested activities for accredited facilitators