












“Annual employee conversations”

Person-centred, interprofessional learning

	Content	Employee meets the senior annually in a personal talk. For example, they explore how the ICF framework can be applied by that employee, concerns (e.g. data protection, purpose and time resources) and profession are considered. Any idea to improve interprofessionalism will be discussed.
	Learning objectives (The use of the INPRO CF is explained online)	Employee satisfaction, identifying potential for development (proposals from employees) to solve actual problems or improve working conditions / interprofessional collaboration, person-centredness. Individual INPRO CF learning outcomes are defined.
	Person-centredness ICF (WHO framework)	Yes, if topics raised by the employee concern care processes Yes, if the employee identifies need for further knowledge or scepticism towards the framework / how it is implemented in the documentation platform or applied in team meetings.
	Clinical reasoning	No
	Learning principles (see guide for educators)	Exchange-based learning
	Setting	Live, in the whole health care services department
	Target groups	Professionals and Management of any experience
	Number of participants	2
	Involved professions	Any profession employed in the department
	Duration, frequency	2 hours (1 hour talk, approximately 1 hour preparation) Once a year
	Materials	Paper-based questionnaire with open questions The INPRO CF is applied, how is explained here .
	Evaluation	Qualitative feedback, number of meetings, applied proposals. actions for improvement derived from identified ideas. Proposals are communicated to highest management level.
	Institution	Moorheilbad Harbach Health- and Rehabilitation Center
	Details	Further examples of the applied INPRO CF: www.inproproject.eu

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.