

**Phase 1: Planning**

- **Step 1** information gathering
- **Step 2** Stakeholder dialogue, critical decision-making, developing a project
- **Step 3** Confirm availability of resources and learning experiences

<b>Name</b>	Rehabilitation Center Revalidatie Friesland Revalidatie Friesland
<b>Country</b>	The Netherlands
<b>Description of the organisation</b>	Revalidatie Friesland is a rehabilitation center in the north of the Netherlands. Revalidatie Friesland is a rehabilitation specialist for brain injury (NAH) and spasticity and provides various consultations, treatments and both outpatient and clinical rehabilitation options for children and adults. Revalidatie Friesland works in an interdisciplinary manner.  Rehabilitation Friesland helps an adult, young person or child limited by the complex consequences of a condition, accident or illness to recuperate optimally. Each patient works towards maximum self-reliance, with the aim of participating in society.
<b>Overall objectives</b>	Describe your organisation's starting point and overall objectives when you started to design INPRO CF project. OR The mission and vision statement of you organisation linked with interprofessional collaboration
<b>Ideas by dialogues</b>	List all the actions planned (only name, add more if needed):  Taking interprofessional collaboration to a higher level in an already existing interprofessional outpatient department, with the aim of optimizing rehabilitation treatment.
<b>Research question/aim</b>	To what extent is the INPRO CF of added value for individual and group growth in the interprofessional field?
<b>Availability of resources/ Resources requirements</b>	Provide space within the organization to work on this aspect. This means: time for elaboration (individually and in conversations), willingness and openness to work on it from the professionals or be facilitated by the manager to pay attention to willingness and openness among professionals. Challenging the English language to arrive at a Dutch version, so that it is as understandable and workable as possible.
<b>Learning experiences</b>	INPRO CF provides professionals with insight and tools, individually and at group level, in the field of their interprofessional functioning.
<b>Start date</b>	Startdate: january 2022 Enddate: 25-04-2023

## Phase 2 Construction

- **Step 4** Clarify the competencies and activities, and the expected level of proficiency to be achieved
- **Step 5** Determine the learning objectives and associated knowledge and skills
- **Step 6** establish the learning experiences, language according to the context and the material needed for learners to achieve the learning objectives

<b>Process to clarify the competencies</b>	<ol style="list-style-type: none"> <li>1. Discussion with Team Dokkum about INPRO CF content</li> <li>2. Discussion with Team Dokkum about current level</li> <li>3. Discussion with TEam Dokkum about desired level</li> <li>4. Discussion with Team Dokkum about actions appropriate to the final level</li> <li>5. Discussion with Team Dokkum about how the actions are going</li> <li>6. Final discussion with Team Dokkum about achieving the desired level INPRO CF</li> <li>7. Final discussion with the Dokkum management team about the INPRO CF project</li> <li>8. Discussions with 3 managers about INPRO CF</li> <li>9. Discussions with 2 managers about applying competencies in performance reviews with individual employees</li> <li>10. Discussion with 1 manager about applying INPRO CF in conversations with individual employees</li> <li>11. Final evaluation with 1 manager about applying INPRO CF in conversations with individual employees.</li> </ol>
<b>Learning objectives</b>	IPC1.L2a LDC2.L2a
<b>Associated knowledge &amp; skills</b>	The previous levels of the chosen learning outcomes (see above).
<b>Language</b>	Netherlands
<b>Responsible person(s)</b>	Line Atsma Ieme Rein van der Velde Luciënne Petiet
<b>Target group</b>	Interprofessional working professionals.
<b>Setting</b>	Outpatient departments of Revalidatie Friesland where specialist medical rehabilitation is offered.
<b>Materials</b>	Computer connected to the internet, camera, time for preparing, discussing and recording experiences.



### Phase 3: Sequencing

- **Step 7** Structure the content
- **Step 8** Allocate time and resources to the project

<b>Content of the project</b>	<p>1. it is clear to what extent the CF offers added value at team level</p> <p>2. it is clear to what extent the CF offers added value in the (progress) conversations between managers and individual employees who work interprofessionally.</p> <p>1. Optimize interprofessional working at team level by using the INPRO CF. Discussed with the manager to what extent he and the team would have room for this. He was positive and wanted to facilitate and encourage this. Reviewed the INPRO CF with the team. Let the team choose which competencies they wanted in the sense of: what did they want to grow in? This resulted in two competency sets that the entire team supported. Jointly determined the current level and determined what an achievable goal was per competency. To achieve this, the team came up with actions and we developed them together. An important success factor was the fact that an external person facilitated the time and made the conversation and actions concrete. This was also greatly appreciated by the team and lowered the threshold for discussing this with each other (at formal but also at informal moments). Moreover, this seemed to empower the team: the possibilities that were already in the team came to the surface more explicitly and this was motivating.</p> <p>2. Raising awareness of interprofessional functioning and concretizing steps to grow in this regard. This is done by using the INPRO CF as a discussion item during the performance reviews.</p>
<b>Feasibility of the project</b>	Yes.
<b>Working hours</b>	<p>Estimated: project leader: 40 hours</p> <p>Team members: basic: 8 hours</p> <p>Team members performing actions: depending on the specific actions.</p>

### Phase 4: Assessment

- **Step 9:** Assign assessment method(s) to each of the learning objectives in the curriculum
- **Step 10:** Considering gathering quantitative/ qualitative feedback

<b>Documents/tools used in the project</b>	The elaboration of the INPRO CF Dutch, both digitally and printed on paper.
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	Reports of the conversations and frequent verbal feedback to team and individuals.
<b>Feedback</b>	In conversations with the participants, through direct questioning and also through observing and hearing their experiences.
<b>Phase 5: Piloting</b>	
	<ul style="list-style-type: none"> <li>- <b>Step 11</b> Pilot/implementation of the project</li> <li>- <b>Step 12</b> Evaluate and revise the project</li> </ul>
<b>Implementation of the pilot</b>	<p>Used the INPRO CF as a tool to grow as a team at an interprofessional level. This was done through group conversations and individual conversations with team members and also with the responsible manager. Frequent written feedback was also provided by e-mail. This had the positive side effect that team members remained alert to the project and that they continued to think along (it did not fade into the background in the daily hustle and bustle).</p> <p>Used the INPRO CF as a tool to discuss and evaluate strengths and development points.</p>
<b>Outcome</b>	<p>Team has more insight into current level and wishes for growth. The team has achieved more mutual contact. The team has discovered that the members often have the same view on development points.</p> <p>Individual employees and their managers have more control over individual growth opportunities and what is already going well at an interprofessional level.</p>
<b>Evaluation of the implementation</b>	The manager has discovered that the INPRO CF itself is too difficult for the employee to use. Explanation and preparation time are required to allow the employee to use the INPRO CF optimally. This must be facilitated in time, because the experience learned is that healthcare professionals always prioritize the care of their patients. Facilitating time is therefore the responsibility of the manager. A version with only the topics of the competencies or a simplified version might also be helpful.
<b>Evaluation of the benefits</b>	<p>Better interprofessional collaboration</p> <p>More and better words for interprofessional functioning of a team and an individual employee.</p>
<b>Is it in use</b>	<p>Partially</p> <p>There is a version available in which only the most important competencies (topics) are visible. This is very useful when innovations are to be initiated or when there is an evaluation moment.</p>
<b>Further plans</b>	With the help of the INPRO CF, we are continuing to work on innovations within the team.



Managers would like to use INPRO CF more often and are looking for the best way to shape this.

**Overall success and its determinants at organisational level**

It was difficult to understand the INPRO CF with interprofessional workers who were not familiar with the terminology, but when they were, the INPRO CF provided tools to evaluate and grow, both personally and at team level. The INPRO CF made things open for discussion. It became clear that this was only possible when time was provided. When the time was provided, INPRO CF helped to grow interprofessionally personally and at a team level. As a result, innovation took place and this had a positive influence on the way of interprofessional working.

**Those who completed the google form/ the project**

21 (7 disciplines)

**Start**

1-1-2021

**End**

25-04-2023

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