



Advanced IRF Boot Camp

June 24-25, 2025

Tuesday, June 24, 2:05-2:50 pm (Eastern Time)
Inspiring Collaboration in Inpatient Rehabilitation

1

Inspiring Collaboration in Inpatient Rehabilitation:

A Journey of Trust, Teamwork, and Transformation



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2

Disclosures

The presenters of this session have no financial disclosures or conflicts of interest with the presented material in this presentation.



Audience Participation!

Throughout session:

- Slido – Please take a moment to scan the QR code with your phone
- Zoom Chat

Please Scan QR Code Now



At end of session:

- Zoom Q&A

Learning Objectives

As a result of this session, the participant will be able to:

- Apply key behaviors that drive positive interprofessional team collaboration
- Analyze current practices in the work setting that foster collaborative teamwork
- Integrate soft skill development for employees that will support the shared vision of the team



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5

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How many years of experience do you have as a leader in the inpatient rehabilitation setting?

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In one to two words:
What is a current challenge that you
and your team face?

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Collaboration

According to Merriam-Webster, collaboration is defined as:

"Working jointly with others, especially in intellectual endeavors, enhancing productivity and creativity. It can encompass connecting with other agencies, individuals, or instrumentalities to work towards a common goal."

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8

Inpatient Rehab and Collaboration

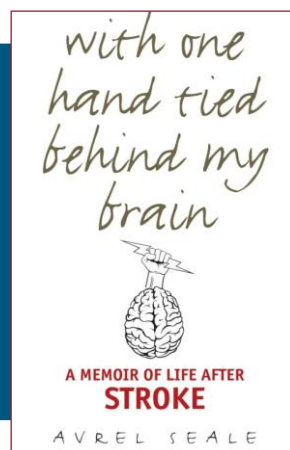
"Interdisciplinary services are those provided by a treatment team in which all of its members participate in a coordinated effort to benefit the patient and the patient's significant others and caregivers. Interdisciplinary services, by definition, cannot be provided by only one discipline. Though individual members of the interdisciplinary team work within their own scopes of practice, each professional is also expected to coordinate his or her efforts with team members of other specialties, as well as with the patient and the patient's significant others and caregivers."

Centers for Medicare & Medicaid Services [CMS], 2025, Section 110.2.5

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What is the Patient Perspective?



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What are the Benefits of Collaboration?

- ✓ Improved patient outcomes
- ✓ Enhanced patient-centered care
- ✓ Reduced readmissions and length of stay
- ✓ Increased staff satisfaction and retention
- ✓ Improved communication and role clarity
- ✓ Strengthened integration of care transitions



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What are some of the barriers to collaboration with your team?

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In one to two words:
What interpersonal skills are crucial for
successful team collaboration?

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Soft Skills Influence Team Collaboration



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Components of Collaboration

McLaney et al. (2022)

- Developed a team-based competency framework to guide interprofessional collaboration
- Collective competence versus individual competence



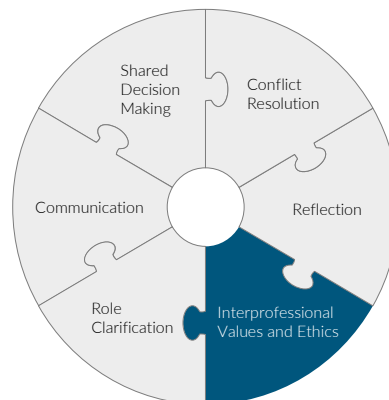
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Interprofessional Values and Ethics

Definition: Teams create a climate of transparency, openness and willingness to collaborate. They maintain an inclusive approach and every team member's perspective is valued.

- Mission statement/values
- Managing up
- Interdisciplinary in-service/education
- Recognition
- Celebration
- Have fun together



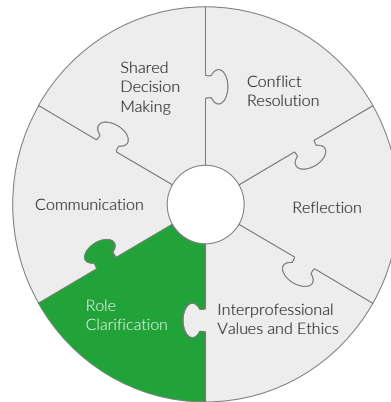
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Role Clarification

Definition: Teams understand each other's roles, scopes, and expertise. They optimize each member's scope with consideration of repetition or redundancies.

- Transdisciplinary teams
- Seeking alternative perspectives
- Shared goals and actions
- Interdisciplinary team conference



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Communication

Definition: Teams seek to achieve common understanding when communicating across roles and professions. Attentive to providing information to and seeking information from all members to ensure a thorough understanding of the situation.

- Structured and unstructured
- Consistent staffing
- Personalized hand-offs
- Colocation
- 'Get To Know Me' sheet
- Communication board
- Patient goals and frequent feedback
- Rounding



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18

Shared Decision Making

Definition: Teams decide collaboratively on plans. Members determine actions together, decide who makes final decision, and who holds accountability for which tasks.

- Peer interview onboarding
- Shared team goal
- Clearly identified tasks
- Process improvement groups
- Triad leadership model
- Team empowerment



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19

Interprofessional Conflict Resolution

Definition: Teams respond to anticipated or occurring conflict situations with appropriate and skilled interventions in a timely manner by collaborating to create a range of solutions.

- Training how to give/receive feedback
- Perspective sharing
- Gamify training
- Non-confrontational opportunities
- Foster improved interpersonal relationships
- Practice: role-playing
- Leaders model behaviors
- Recognize high performers and use as mentors



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20

Reflection

Definition: Teams learn from their history and experiences. Teams identify what they are doing well and what can be improved. They are attentive to optimizing how they interact with one another, and the impact it has on the team's collective work.

- Learn from past experiences
- Dedicated time for reflection
- Post-incident huddles
- Identify successes/gaps
- Members self-evaluate
- Employee and patient experience surveys
- Process improvement teams



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Which component of collaboration might be an area of opportunity for your team?

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COLLABORATION: What is one idea you might take back to your team?

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Summary

- Collaboration is expected from payer sources
- Collaboration results in improved outcomes
- Intentional, structured collaboration will bring benefits to your patients and operations
- Key behaviors and soft skills foster team collaboration
- Shared one research-based structure/application
- Discussed ideas together to provide additional perspectives

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24

References

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Questions?

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Thank You

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