



UNIVERSITY OF  
TORONTO



Centre for Advancing  
Collaborative Healthcare &  
Education (CACHE)



**UHN**



***ehpic™ 2025***

***Educating Health Professionals in Interprofessional Care:  
Advancing the Future of Healthcare Through Interprofessional  
Learning***

***Vantage Venues  
150 King St. W., Financial One (F1), 16<sup>th</sup> Floor  
Toronto, ON***

***November 24 - 26, 2025***

## Background/Rationale:

In 2004, through a CanMEDS research and development grant from the Royal College of Physicians and Surgeons of Canada, a 39-hour certificate program was developed. It was implemented in 2005 at the University of Toronto to health professional educational leaders from the following faculties/departments.

|                        |                                                           |
|------------------------|-----------------------------------------------------------|
| Faculty of Medicine    | Department of Nutritional Sciences                        |
| Faculty of Nursing     | Department of Occupational Science & Occupational Therapy |
| Faculty of Pharmacy    | Department of Physical Therapy                            |
| Faculty of Social Work | Department of Speech Language Pathology                   |

This program has been offered to Canadian and international audiences for over 15 years and has also been provided in truncated formats through workshops, seminars, and custom programs.

## Specific Aims and Mission:

This program aims to develop leaders in interprofessional education and collaborative practice who have the knowledge, skills and attitudes to facilitate learners and colleagues in the art and science of working collaboratively and partnering for care.

University of Toronto CPD Credits will be sought for College of Family Physicians of Canada Mainpro+; Royal College Maintenance of Certification Section 1; American Medical Association Category 1; European Union for Medical Specialists UEMS-EACCME®; Certificate of Completion in Continuing Professional Development.

## Learning Objectives:

By the end of this program, participants will be able to achieve the following objectives:

- Characterize the rationale for advancing interprofessional education (IPE) and collaborative practice (CP), including utilizing the Canadian Interprofessional Health Collaborative (CIHC) Competency Framework, for leaders across healthcare systems.
- Apply CIHC competencies to IPE/CP learning activities for students and/or clinicians.
- Develop strategies to enable increased faculty/clinical capacity and engagement in IPE/CP in academic and practice settings.
- Produce a specific organizational interprofessional project, initiative, or activity that can be implemented upon return to community.

## The ehpic™ model of teaching and learning:

This program will broaden participants knowledge base on the theory related to interprofessional education. As previous participants describe, they experience “*an immersion into an interprofessional lab looking at IPE*”. They have commented on the value of learning, living and reflecting about group dynamics and use the experiences gained to embed them in future education and practice situations.

The most powerful teaching/learning tool, as described by previous participants, seems to be “*watching [the] facilitators and learning from them.*” The role modeling of collaborative practice

cannot be an act – it must be lived. The facilitators in this program have lived the parallel process of learning how to address their own group dynamics in order to be able to teach about collaborative practice processes...effectively and authentically.

This program is modeled after a train-the-trainer model. As participants finish the program, they consider how they will implement what they have learned to teach others skills in interprofessional collaboration in their own setting.

In recognition of the value and impact of the *ehpic*™ program, CACHE is the recipient of the **University of Toronto's Faculty of Medicine 2018-2019 Excellence in Interprofessional Continuing Professional Development Award**. The award recognizes and promotes the importance of innovative programs in continuing professional development for health professionals.

### **Education and Engagement Strategies:**

We aim to integrate lived, practical experiences from interprofessional education, care/practice and/or research with lessons and tools derived from research literature. We will learn about, from and with each other, encouraging ongoing reflection through dialogue in your small groups. We also will weave the CIHC competencies together and bring them to life through meaningful and varied cases, stories, and video simulations. We will use a variety of evidence-informed and experientially refined approaches to education and engagement. We purposefully draw upon multiple paradigms, philosophies and pedagogies to encourage knowledge building as a community, and transformative approaches to challenge assumptions and status quo toward positive change.

#### **Lead Facilitators (Bios provided)**

Darlene Hubley  
Dean Lising  
Elizabeth McLaney  
Stella Ng  
Kathryn Parker  
Lynne Sinclair  
Belinda Vilhena

#### **Guest Facilitators**

Victoria Boyd  
Lindsay Herzog

**\*\*The University of Toronto, Centre for Advancing Collaborative Healthcare & Education (CACHE) encourages participants to use the *ehpic*™ materials for educational and non-commercial purposes provided that such use carries the copyright of the material and permission is obtained from CACHE.\*\***

### **Contact Persons & Further Information:**

Please contact the Co-Director Belinda Vilhena – [Belinda.Vilhena@uhn.ca](mailto:Belinda.Vilhena@uhn.ca).

## Agenda

### Day 1 – Collaborative Healthcare: Rationale, Evidence and Competencies

| Time              | Topic                                                                                           | Format            |
|-------------------|-------------------------------------------------------------------------------------------------|-------------------|
| 8:00 – 9:00am     | Registration, Breakfast, Networking                                                             |                   |
| 9:00 - 10:30am    | Welcome and Faculty Introductions                                                               | Large group       |
|                   | Participant Introductions<br>Identify Common Themes/Expectations                                | Table activity    |
|                   | Context of Collaborative Healthcare & Education                                                 | Theory burst      |
|                   | <b>CIHC Competency:</b> Role Clarification and Negotiation                                      | Theory burst      |
|                   | Role Clarification Activity                                                                     | Table activity    |
| 10:30am           | Refreshment Break                                                                               |                   |
| 10:45am – 12:00pm | Role Clarification: Literature Review, Stereotypes and Roles, Interprofessional Identity Theory | Theory burst      |
|                   | Role Negotiation: Wheel of Professions and Finding Common Ground                                | Table activity    |
|                   | Education and Practice Examples, Application                                                    | Large/small group |
| 12pm              | Lunch                                                                                           |                   |
| 12:45– 2:30pm     | <b>CIHC Competency:</b> Team Communication                                                      | Theory burst      |
|                   | Team Scenario (video)                                                                           | Table activity    |
|                   | Quality Improvement and Patient Safety Models of Communication Across Different Team Settings   | Theory burst      |
|                   | Case Discussion                                                                                 | Small/large group |
|                   | Education and Practice Example, Application                                                     | Table activity    |
| 2:30pm            | Refreshment Break                                                                               |                   |
| 2:45– 4:30pm      | <b>CIHC Competency:</b> Team Differences & Disagreements Processing                             | Theory burst      |
|                   | Conflict Modes / Strategies                                                                     | Think-Pair-Share  |
|                   | Team Differences/Disagreements Simulation                                                       | Table activity    |
|                   | Case Discussion                                                                                 | Large group       |
|                   | Education and Practice Examples, Application to Your Context                                    | Table activity    |
|                   | Initiative/Project with guiding workbook                                                        | Project work time |
| 4:20- 4:30pm      | Wrap-up, reflection and evaluation with Mini Theory Burst on Assessment/Evaluation              | Small/large group |

## Day 2 – Effective Practices for Facilitating IPE and ICP/IPP

| Time            | Topic                                                                 | Format                         |
|-----------------|-----------------------------------------------------------------------|--------------------------------|
| 8:00 - 9:00am   | Breakfast/Networking                                                  |                                |
| 9:00 - 10:30am  | Check-in/Group Reflections                                            | Small/large group              |
|                 | <b>CIHC Competency:</b> Relationship-Focused Care/Services            | Theory burst                   |
|                 | Share a story                                                         | Paired interviews              |
|                 | Simulation video, analysis and debriefing                             | Table and large group activity |
|                 | Relationship-focused care/services                                    | Table activity                 |
| 10:30am         | Refreshment break                                                     |                                |
| 10:45 – 12:00pm | <b>CIHC Competency:</b> Team Functioning                              | Theory burst                   |
|                 | Google study                                                          | Table activity                 |
|                 | Amy Edmonson Video, analysis and debriefing                           | Table and large group activity |
| 12pm            | Lunch                                                                 |                                |
| 12:45 – 2:30pm  | Power and Hierarchy                                                   | Theory burst                   |
|                 | Collaborative Mindfulness & Well-being                                | Theory burst                   |
|                 | Integrating EDIA through Simulation in IPE                            | Table activity                 |
| 2:30pm          | Refreshment break                                                     |                                |
| 2:45 – 4:20pm   | Practical Tools for Teaching Interprofessional Education and Practice | Theory burst                   |
|                 | Teaching Individuals and Teams in Practice Settings                   | Theory burst                   |
|                 | Interviewing & Shadowing Team Members                                 | Trio activity                  |
|                 | Student-Led Environments                                              | Theory burst                   |
|                 | How Do We Move from Uni-professional to Interprofessional             | Theory burst                   |
|                 | Initiative/Project with guiding workbook                              | Project work time              |
| 4:20pm - 4:30pm | Wrap-up, reflection and evaluation                                    | Small/large group              |

### Day 3 – What is needed to support interprofessional efforts? – Leading Transformation and Change

| Time            | Topic                                                                                       | Format                                      |
|-----------------|---------------------------------------------------------------------------------------------|---------------------------------------------|
| 8:00 - 9:00am   | Breakfast/Networking                                                                        |                                             |
| 9:00 - 10:30am  | Check-in/Group Reflections                                                                  | Small/Large group                           |
|                 | <b>CIHC Competency:</b> Collaborative Leadership with generativity and an appreciative lens | Theory burst                                |
|                 | Reflexivity and critical reflection                                                         | Theory burst                                |
|                 | Facilitation & IP Facilitation                                                              | Theory burst                                |
| 10:30am         | Refreshment break                                                                           |                                             |
| 10:45 – 12:00pm | IP Facilitation & IP Simulation debriefing                                                  | Table activity                              |
|                 | Touchpoint on Assessment & Evaluation                                                       | Theory burst                                |
|                 | Initiative/Project Presentation Prep                                                        | Project work time                           |
| 12 – 12:45 pm   | Lunch                                                                                       |                                             |
| 12:45 – 2:30pm  | Adjourning Fruit Groups                                                                     | Table activity                              |
|                 | Initiative/Project Sharing and Gallery Walk                                                 | Peer/faculty coaching                       |
| 2:30pm          | Refreshment break                                                                           |                                             |
| 2:45 – 3:45pm   | Setting up for Success<br>What is needed to support our IP efforts?                         | Facilitated Discussion and Group Activities |
|                 | Lessons Learned – 20 years in IPE/IPP (the faculty perspectives)                            | Theory burst                                |
|                 | Reflections/Next Steps/Tools and Resources                                                  | Theory burst                                |
| 3:45 – 4:00pm   | Program Evaluation & Closing Remarks                                                        | Small/large group                           |