

Generative, appreciative approach

- Focus on what is already working well
- Trust the process
- Be curious
- Ask questions e.g. Choice Map (Marilee Adams)
<http://inquiryinstitute.com/CM.pdf>

YOU have a choice ...to take the learner or the judger path!

- Ask yourself - “How else can I think about this?”
- Accept the judger, practice the learner
- Try asking a learner question so that you can switch paths – it may just take one question!
- Use learner questions when interacting with other professions

Lead Interprofessionally

- Consider co-leadership models that cross professions/fields of practice
- Powerful symbol of commitment to IP learning and collaboration

Facilitate Interprofessionally

- Bring out diverse perspectives, knowledge and experiences
- Powerful role-modelling at the point-of-care and/or education
- Builds capacity and community of interprofessional leaders

Engage Interprofessionally

- Be clear on reason for collaboration
- Collaboration for what? E.g. - Safety, outcomes...
- Engagement looks different across sectors and professions- Find the hook and know your stakeholders

Use language that facilitates collaboration

- The language of team
- Limit use of acronyms and jargon
- Focus on common ground

Plan for Sustainability

- Engage the voices in your system
- Multiple communication methods and venues
- Articulate **context** when meeting with stakeholders
- Focus on small number of interventions
- Engagement and re-engagement
- Align with existing directions and priorities (e.g. safety)

Build in Opportunities for Reflection

- Pausing, reflecting, appreciative questions e.g.
 - What are we learning?
 - What is working so far?
 - Where is the energy for this work?

Build in Opportunities for Leadership Development

- Sharing stories of success
- Peer support
- Taking the pulse of the organization and/or network
- Venue for sharing key messages and learnings

Use Questions as Strategy

- Asking appreciative questions is an intervention
 - The change has started simply by asking the question
 - To gain and sustain momentum
 - To foster reflection