

**Health Care Expert Training Project**  
**( Ex. Certified Nurse Specialist and Pharmacist**  
**Granted by Ministry of Education, Culture and Sports )**

*Training Program for Team Building Ability*  
*(To train the advanced clinical nurse to*  
*be a leader of health care team)*

**1. Concept, Summary and Characteristics of the Program**

The shift from individual specialist work to health care team is essential in health care setting due to the diversification of the individual patient and family's circumstances and values as well as the advancement and complexity of medical care. Health care team is the systematic approach, the purpose of health care team is to reinforcing the ability of the patient's , their family's and person's involved, the core of the team, in managing their health and medical care issues.

The goal of this program is increasing high level nursing care to lead health care teams using systematic approach to People-Centered Care (PCC) as the basic concept of the master's program.

The existing curriculum includes the lecture, practicum and research project in the basic nursing field and specialized requirements in the field of advanced nursing care. We are adding this program to strengthen the power of the team.

This program has several steps. Initially, students will learn how to build a team.

Then, will be trained in a health care team setting and build a team at the training facilities.

Students will be trained to build and evaluate teams in effective in health care team.

**2. The results of human resource development**

Our graduate program is based on two majors: the nursing science and the women's health / midwifery.

In the master's program, there is the course aims educating students to be the educators / researchers ( Master Thesis Course ) and the course aims training students to be the advanced clinical nurse ( Advanced Clinical Nursing Course ) on the both majors, and students may choose the course after their entrance.

We established the advanced clinical nursing course to improve the quality of the clinical practice, and currently ( the current year 2011 ) the fourteen areas are selectable,

<Nursing Science >Child Health Nursing, Oncology Nursing, Critical Care Nursing, Perianesthesia Nursing, Chronic Care Nursing, Gerontological Nursing, Home Care Nursing, Psychiatric & Mental Health Nursing, Genetics Nursing, Community Health Nursing, Advanced Global Health Nursing, and Nursing Administration.

<Women's Health / Midwifery > Women's Health, Midwifery.

The 134 students graduated from the Advanced Clinical Nursing course in the past included nurses working as CNS ( Certified Nurse Specialist ) certified by the Japanese Nursing Association.

### **3. Necessity of this program**

Advanced Clinical Nurse should have the ability to play an active role in a team, and our master's program has been putting a great deal of effort into team activities during educations. However, the fact is that it is difficult to join a team or create one in a training environment under the present circumstances.

Health care team is not a group of specialists. Even if the members have detailed knowledge of their own major field and superior skills, the group may not be a team.

To push forward health care in a team , you should understand the dynamism of mass people and need to have a clear motivation to create a team as well as a strategy of building a team. Also, it is essential to bring up of the ability to improve the effect of health care team in research approach.

This program, adding the training to gain team building ability that the current master's program neglects, is needed for the Advanced Clinical Nurse to play an active role in health care team.

#### 4. Program contents

This program contains five steps for the student wishing to be an advanced clinical Nurse to learn cross-disciplinary.

Learning their major field's own knowledge and technique is owed to the individual specialty class in each field, however, increasing the ability of a team is the common subject in all fields.

Also, since there are the differences of progress circumstances between the each field, this program is designed for the students aim for being Advanced Clinical Nurse to have the subjects they are facing in common beyond their own fields as well as to build the ability of practice.

The plans for these five steps are:

1) Step #1 : Systematic approach / PCC special lecture

To understand how team works, understand the concept of systematic approach and PCC to cultivate the basic attitude for team medical care. Learning it in the first semester in the first grade..

2) Step #2 : Interdisciplinary team building seminar.

To train the ability of team building, we will introduce the challenge program from the University of Michigan.

Currently part of our students participating in this program at the University of Michigan, we will carry out the same program at our facility. Learn the strategy of how to build a team in a 3 day intensive seminar.

3) Step #3 : Seminar within the model team medical care

Since there is a current situation that Advanced Clinical Nurses try to explore the circumstances that they could work out and the fields that excellent team medical care got developed are limited, students experience those team medical care, could be a model case for the other field, and develop the images of their dream team medical care. This term will be in late second in the first grade semester to early first semester in the second grade.

4) Step #4 : Practicum

Experience building a team at the each student's major field training. If there is the health care team at the training scene, observe it carefully and try to participate it. This training will be held in second grade.

5) Step #5 : Research project

To evaluate the cases of the health care team that the student participated, using the inquiring approach like an action research. Evaluate the cases from the several points of view like " the quality of medical care " " citizens ", " healthcare worker " and " economy " or so. After the evaluation, describe it logically and publish it. It will be held in second grade. Setting up the theme of the research project is on each student's decision.

### **5.Attainment target**

- 1) Understanding the concept of systematic approach and PCC. Having the capability of redefining the current health care system from the perspective based on the principle of setting the user in the center of health care.
- 2) Capable of recognizing the talent needed for team and making one using the team building method.
- 3) Taking the own active role in a team to lead the health care team.
- 4) Having the strategy of how to implement the activity to introduce the health care team. Having the ability of how to evaluate the health care team.

### **6.Expected Outcome of the program**

1) Direct effect from the trained people

This program trains the advanced clinical nurse, already the expert of their major field, to be able to make a team based on the theory and take the own active role in a team. We can expect that the graduates will promote the health care team at the clinical settings. Also we can expect the advanced clinical nurse, the graduate, who has a researcher's point of view to evaluate the effect of the health care team will contribute to promote and implement the health care team, by showing the evaluation of the effect of them.

2) Spillover effect from the program

To have a functioning team in the health care team, the experts need to gather with their own role as well as having a team building technique and following common understanding. Systematic approach and PCC, sets the patients and their families in the center.

Also we can expect that participants will use this program to train the other health care field to have another health care team.

## 7. Project Implementation

Plan for the school year 2011 ( Apr, 2011 ~ Mar, 2012 )

Prepare for the school year 2012 to start the program.

- 1) Setting the team building committee in October and starts discussing how to make forward the training program for team building ability. The faculty in charge of each step will be selected.

- 2) Hiring the coordinator in January and start coordinating steps #2 and #3.

Step #2 ( Interdisciplinary team building practice )

Starting to set up the schedule and place for the challenge program from the University of Michigan.

Step #3 ( Health care training with the modeling team )

Starting to find the superior health care team in Japan and abroad, look for a chance to have a training with them, set up the schedule.

Currently we have the following candidate teams in our plan. Oregon Health and Science University ( Women's Health and Midwifery ), Hyogo college of Medicine Hospital ( Perioperative Clinic ), Kanazawa University Hospital ( OBGYN ), University of Michigan ( Geriatrics Center ) and more.

Prepare the e-learning system to review and the internet conference system between the training site and our college.

- 3) Holding a meeting with the college faculties and the clinical faculties to prepare steps #3 and #4.

Explain the program and check the current problem, discuss about the educational contents to work together. Request for the evaluation of this program.

Plan for the school year 2012 ( Apr, 2012 ~ Mar, 2013 )

Start the program for the first year students.

Step #1 : Intensive lecture of the systematic approach and PCC.

Step #2 : Interdisciplinary team building practice.

Step #3 : Health care team training with the modeling team.

Holding a meeting with the college faculties and the clinical faculties.

Evaluate the step #1, #2 and #3. ( By the students and clinical faculties )