



Examining Leadership Styles for Effective Collaboration and Conflict Resolution in Interprofessional Healthcare Teams

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Background

- This study aims to fill the gap by investigating the relationship between leadership styles, collaboration, and conflict resolution within healthcare teams
- The findings of this study will provide valuable insights into effective leadership approaches that can enhance interprofessional collaboration and resolve conflicts in healthcare settings



Objectives

- What leadership styles are commonly observed within interprofessional healthcare teams?
- How do different leadership styles impact collaboration among team members?
- How do different leadership styles contribute to conflict resolution within interprofessional healthcare teams?



Methods

- In-depth interviews were conducted with a diverse sample of healthcare professionals from different disciplines who participated in VCU and UTHSA's global health case competition, where interprofessional teams collaborated to analyze a complex patient case and develop a cohesive interprofessional plan of care
- The interviews focused on participants' experiences and perspectives regarding team dynamics
- The interviews were coded using the “3 logics” framework to gather insights into the leadership styles exhibited during the competition, exploring the impact of these styles on collaboration and conflict resolution within interprofessional teams

3 Logics

- **Logic of Assimilation:** involves professionals blurring professional boundaries, integrating and aligning their practices and knowledge with other disciplines, and creating a shared understanding for collaboration
- **Logic of Segregation:** sees professionals maintaining distinct professional identities and preserving the unique contributions and perspectives of their respective disciplines within defined boundaries
- **Logic of Integration:** focuses on professionals recognizing and appreciating the diversity of expertise and perspectives within interprofessional teams, aiming to create an inclusive environment where all contributions are valued and integrated, promoting effective communication and cooperation

Results

Integration is key!

- "Respecting each other's perspectives and being open to different ideas was crucial in resolving conflicts and reaching conclusions that worked for everyone."
- "I believe it was more of a personality-based leadership rather than profession-based."
- "I aim to create a collaborative environment where everyone feels comfortable expressing their ideas and opinions."



Next Steps

- More data collection
- Transition to different leadership methods



Thank You!

References

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