Team Building for Nurses

Program Support Notes by:
Elizabeth Anthony Lee
Nurse Educator

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Produced by:
VEA Pty Ltd

Commissioning Editor:
Darren Gray Cert IV Training & Assessment

Executive Producer:
Simon Garner B.Ed, Dip Management

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For Teachers

Introduction

Building a nursing team is a unique process; the environment, roles, tools and objectives are like no other work situation. The team needs to be focused on its goals to avoid becoming distracted by relationships and emotional issues. An effective team accepts each member, and loyalty and trust is paramount for success of the entire team. This program explains effective team leadership and its importance. The team leader needs to be committed to the growth of each individual as the development of team skills is essential for teamwork. Roles and responsibilities are clear and accepted. Decisions are made by group agreement. Smaller decisions may be delegated to individuals or small teams within a group. This program also explains team building, what attributes and skills are required and who comprises the team.

Timeline

00:00:00 Introduction
00:00:39 The value of nursing teams
00:05:33 Forming a nursing team
00:11:38 Functioning as a team
00:17:09 The secrets of a successful team
00:21:04 Credits
00:21:06 End program

Related Titles

Infection Control in Healthcare
Developing a Nursing Portfolio
Patient Care: Plans and Pathways
The Nurse Unit Manager
Minimising Health Inequalities - Innovative Australian Case Studies

Recommended Resources

- [http://www.healthandnutritiontips.net/te...](http://www.healthandnutritiontips.net/teamwork_in_nursing/teamwork_in_nursing.html)
- [http://findarticles.com/p/articles/mi_m0FSS/is...](http://findarticles.com/p/articles/mi_m0FSS/is_4_10/ai_n18612212/)
### Student Worksheet

#### Initiate Prior Learning

1. What is Team Nursing?

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2. What do you think makes an effective team leader?

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3. What makes a team successful?

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4. What are the benefits of teamwork?

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Active Viewing Guide

1. What is the value of nursing teams?

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2. Who are the members of a nursing team?

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3. What is vital in a team?

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4. What must you consider when forming a team?

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5. What is not allowed and must be addressed within a team?

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6. What is the job and skills of the Team Leader?

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7. What are some of the benefits of an efficient team?

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8. How do nursing teams work effectively?

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9. What important skills do you need within a team?

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10. What is important for nurses to complete on a regular basis?

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11. Some benefits for clients, staff and the facility are…

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Extension Activities

1. What helps teams to function well?

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2. What are some of the problems you think teams are likely to encounter?

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3. What do you think can be done about team problems?

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Suggested Student Responses

Initiate Prior Learning

1. What is Team Nursing?
   Team nursing is task allocation. This is a system in which the care of a patient is distributed among the members of a group working in a coordinated effort.

2. What do you think makes an effective team leader?
   Being an effective team leader requires basic leadership skills and to build trust between team members.
   - Inspire and motivate teamwork for achieving goals.
   - Influence valuable changes.
   - Be open to new ideas coming from team members.
   - Consult frequently with key team members.
   - Establish an open discussion for decision making.
   - Distinguish the team from others – create an identity for the team.
   - Encourage and support independent thinking.

3. What makes a team successful?
   - Good communication between members.
   - When every member of the team combines their strengths within their roles to the benefit of the team.
   - Every member understands and knows that they are working together; short, simple and clear goals and vision make it stick in their minds.
   - Recognition of work well done i.e. “great work!” Well done today! A smiling face and positive attitude could motivate team members to do a lot better.

4. What are the benefits of teamwork?
   Where the “goal” is teamwork:
   - Individual workloads can be reduced
   - Nurses have an increased sense of fulfilment with their jobs
   - Retention improves
   - Patients receive better treatment, and the frequency of patient illnesses decreases.
   - Teamwork in nursing results in less overall stress and less burnout among nurses.
   - More nurses stay in their place of employment
   - Responsibilities are increasingly divided among teams.
Active Viewing Guide

1. What is the value of nursing teams?
   Groups of Health Care Professionals with varying skills and personalities benefit the client and the team. Reaching goals with shared responsibility

2. Who are the members of a nursing team?
   - NUM - Nurse Unit Manager
   - RN - Registered Nurse
   - EEN - Endorsed Enrolled Nurse
   - AIN - Assistant in Nursing,
   - CNS - Clinical Nurse Specialist

3. What is vital in a team?
   - Functioning as a team and multitasking
   - Roles depend on qualifications and experience
   - Clear concise information
   - Communication and sharing

4. What must you consider when forming a team?
   - Budget, how many clients, needs, workload etc.
   - Identify Skilled Personnel
   - Max size is 8 to 15
   - Teamwork relies on team players,
   - Ability for staff to multitask,
   - During the Interview one must be able to select appropriate staff
   - Different personalities drive the team

5. What is not allowed and must be addressed within a team?
   - Harassment
   - Intimidation
   - Discrimination
   - Violence
   - Conflict
   - Non-team player

6. What is the job and skills of the Team Leader?
   - Excellent interpersonal communication skills.
   - A good team leader monitors progress and deals with any imbalance in the group.
   - Facilitates and manages the group as they share goals and information. Most importantly they build loyalty and trust.
   - When every member of the team is aware of what is happening, each member will be fully aware of their roles.
   - Good listening skills.

7. What are some of the benefits of an efficient team?
   - High quality patient care
   - Efficiency
   - High morale and low staff turnover
   - Less stress
8. How do nursing teams work effectively?
   A team has ownership of how the team operates.
   The whole team is involved in the decision making process.
   Communication with the team and no cliques permitted.
   Socialising is very important.
   Having a good mix of skills.

9. What important skills do you need within a team?
   Skills required:
   - Negotiation
   - Diplomacy
   - Resolution
   - Mediation

10. What is important for nurses to complete on a regular basis?
    Continued Education

11. Some benefits for clients, staff and facility are...
    - Reduce sick leave
    - Continuity of care
    - Support of each other
    - Clear set of values
    - Keep building trust
Extension Activities

1. What helps teams function well?
   Communication
   Listening to each other
   Trust and loyalty
   Being part of decision making process

2. What are some of the problems you think teams are likely to encounter?
   Medication errors
   Inability to work as a team member
   Not being focused
   Behavioural problems
   Poor facilitation
   Not being valued
   Low productivity
   Poor quality of work
   Stress
   Cliques

3. What do you think can be done about team problems?
   • Every member is important regardless of their title and rank; if there are any problems or assignment conflicts, a team member should be allowed to voice their concerns.
   • A leader should
     o Address problems immediately “nipping the problem in the bud”
     o Provide support and recognition of the problem
     o Try to make each team member feel equally valued. In other words; don’t let one have more privileges and leeway than the others
   • Break up cliques
   • Schedule team-oriented outings- get to know each other!
   • Disagreements are a part of life. Disagreeing is not a bad thing; it merely shows that each person has his or her own opinion on how something should be done.
   • The team is as strong and functional as the leader