

## It Takes a Team: Enhancing Collaboration Across Disciplines on the MDT

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### Objectives for today

- Identify common barriers to effective collaboration on the MDT
- Explain components of the Google Team Model
- Importance of building relationships with key stakeholders
- Roles and responsibilities of the MDT members

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### The Role of the MDT Facilitator



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### Team Facilitator Definition:

- A neutral leader who tends to the relationships, communication and accountability of the MDT while fostering an inclusive environment to improve outcomes for children and families impacted by abuse.



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### The Team Facilitator Role

- The Team Facilitator plays an important role by helping the many parts of a single system work well together.
- The facilitator supports collaboration through relationship building, role clarification, skill development, as well as serve as an advocate for the model.
- The role of the facilitator is a crucial role which demands excellent diplomacy and communication skills; an understanding of team dynamics; an understanding of the culture, role and capabilities of each partner agencies; and has the respect of the MDT

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### Barriers to collaboration



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**ASSUMPTIONS**  
**SYSTEMS**  
**INCENTIVE – “BUY IN”**  
**HIGH TURNOVER**  
**TRAUMA**

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## Is Your Team Trauma Informed

- Dynamics of Child Sexual Abuse
  - child sexual abuse accommodation syndrome
- ACE's Study
- Process of Disclosure
  - barriers to disclosure

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# Does a Team Member Bring Trauma to the Table

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BURNOUT

COMPASSION FATIGUE

VICARIOUS TRAUMA

SECONDARY TRAUMATIC STRESS

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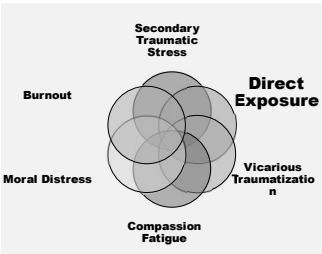
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**Related Terms**

**Direct Exposure**

Many child-serving professionals are directly exposed to trauma during the course of carrying out their daily work responsibilities. These are events that involve a direct threat to the provider or witnessing threats to others.



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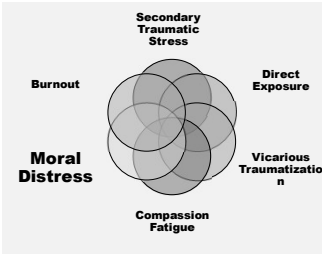
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**Related Terms**

**Moral Distress**

Stress that occurs when one believes they know the right thing to do, but institutional or other constraints make it difficult to pursue the desired course of action.



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## Removing Barriers to Collaboration

- MDT Onboarding/Orientation
- Stakeholder Relationships
- Google Teams Model

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## MDT ONBOARDING/ORIENTATION

CAC provides a manual that details information about the CAC/MDT philosophy, MDT Protocols, and information about each other's role and responsibilities. New team member orientation also includes "shadowing" of MDT members.

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## Multi-level shared leadership model

Purpose is to develop and sustain a robust coordinated multidisciplinary response to child abuse

Parallel to the idea that no single discipline has the capacity to effectively respond to child abuse is the reality that no single individual can completely execute each of the diverse and complex tasks required to effectively lead an MDT.

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**STAKEHOLDER  
RELATIONSHIPS**



MDT Coordinators have the challenge of not being able to hold someone from another organization accountable for their work product.

The relationship with your MDT stakeholders is crucial

The supervisor's role is in holding their staff accountable to the Protocols, Interagency agreements and MOU's, ensuring the work is done the way the team has agreed to do it.

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**Do you know your MDT  
stakeholders**

- Who are the direct supervisors of your MDT?
- What do you have in place?
- What is missing/needed?
- What are your next steps?

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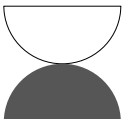
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**The Google Team  
Model**

What Makes Teams Work



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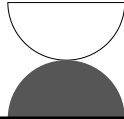
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# Introduction to the Google Team Model

- Based on Google's 'Project Aristotle'
- Aim: Understand what drives effective teams
- Key Finding: Who is on a team matters less than how the team works together



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## Five Key Dynamics of Effective Teams



1. Psychological Safety
2. Dependability
3. Structure & Clarity
4. Meaning
5. Impact

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## Psychological Safety (The Core)



- Team members feel safe to take risks
- No fear of embarrassment or punishment
- Encourages speaking up, asking questions, owning mistakes

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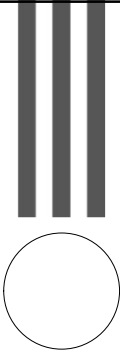
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## Dependability

- Members reliably complete quality work on time
- Trust builds from consistency
- Deadlines and follow-through matter



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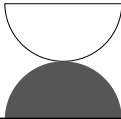
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## Structure & Clarity

- Clear roles, plans, and goals
- Everyone knows what's expected of them
- Teams align on priorities and direction



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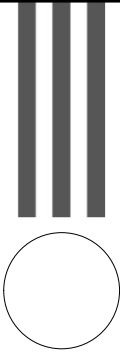
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## Meaning

- Work is personally important to each member
- Tied to individual values or passions
- Sense of purpose fuels motivation



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## Impact

- Team believes their work matters
- They see how their work contributes to larger goals
- Sense of progress and achievement



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## How It All Fits Together

- All 5 are interdependent
- Psychological safety supports the rest





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## Roles on the Multidisciplinary Team

- Each team member has a specific role on the team, with expectations and limits to that role
- Each team member brings specific skills
- Successful teams have members who are able work within established role
- Successful teams maximize each persons' skills





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### The MDT Approach

The MDT Approach encourages systems to collaborate rather than work in "silos"

Case planning among systems	◦Who will do what, when will it happen, etc.
Information sharing among systems	◦Who knows what about the case
Sharing of expertise	◦Sharing knowledge and using the skills of everyone to provide the best possible response
Case problem-solving among system	◦Suggesting ideas, discussing options
Case review	◦What went well, what "loose ends" exist

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### Why does the MDT Model work?

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graph TD; A[Minimizes additional stress and trauma] --> B[Coordinated, efficient, and comprehensive response]; B --> C[Provides Support Services]; C --> D[Provides emotional and physical safety]; D --> A;
```

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### Applying It to Your Team

- - Audit your team on these 5 dynamics
- - Ask: What's strong? What's weak?
- - Focus first on psychological safety

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