



# COLLABORATION BUILDING TO INNOVATION

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Health organisations operate within a core set of values, these values assist staff to see direction and align work practices for the delivery of person-centered care.

**As a small rural health service it is difficult to launch large innovation projects due to resource constraints, without having support of a larger regional health organisation.**

For this to be successful there needs to be collaboration and appreciation of the differences that each organisation has. Through establishing strong rapport and sound relationships between rural and regional organisations, true partnership will forge ahead to create innovation and change that is sustainable.

## SETTING

Beaufort Skipton Health Service is a small diverse rural multipurpose organisation situated in Western Victoria.

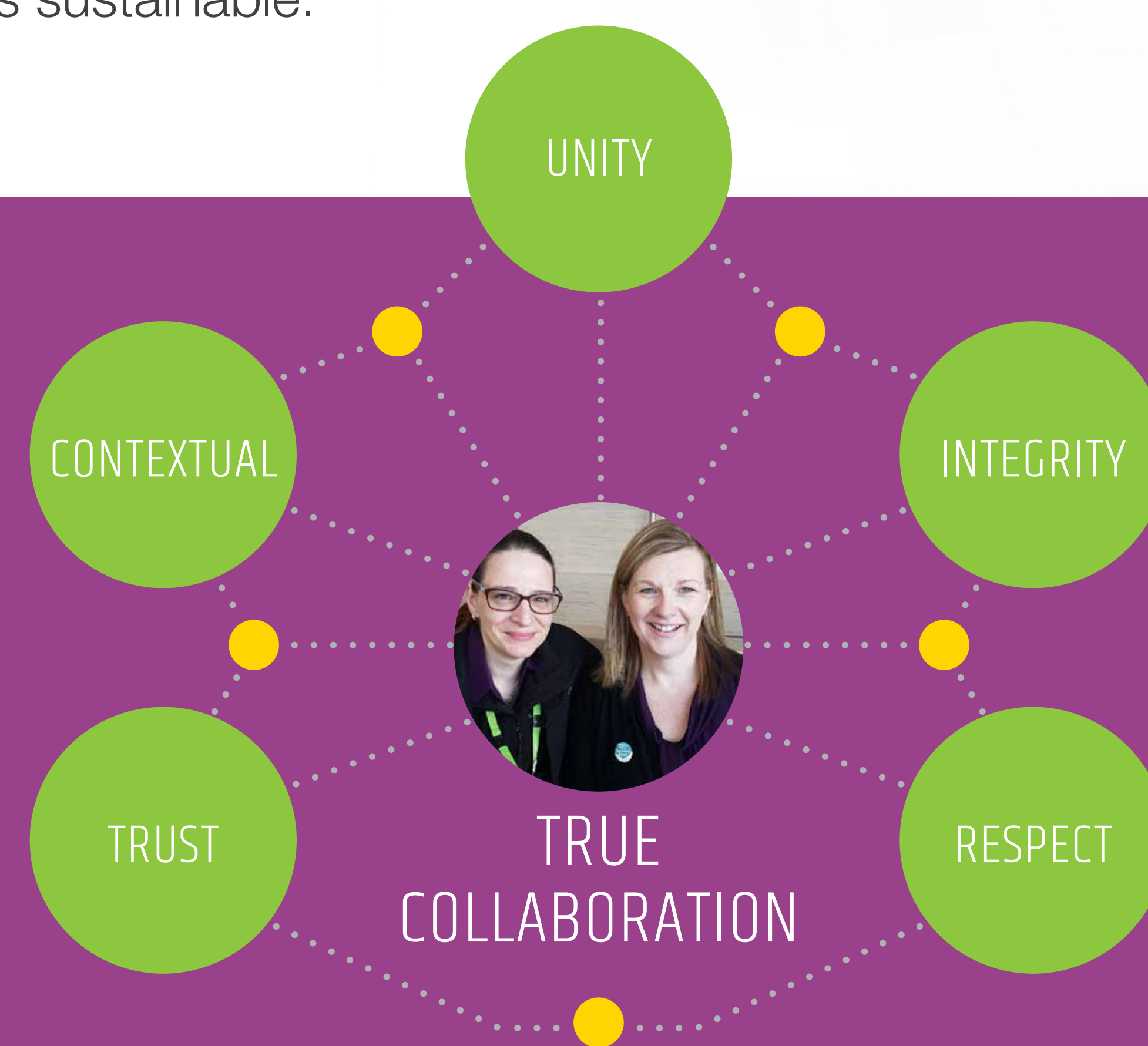
Ballarat Health Services is a large Base organisation within the Grampians Region, in Western Victoria.

## BEGINNINGS

Collaboration is a common strategy to achieve quality outcomes in an effective and efficient manner<sup>[1]</sup>. As a small rural health service, it is difficult to launch innovation without having support of a regional organisation that has a good understanding of the intricacies of rural health providers. A change in direction encompassing education and training at Beaufort Skipton Health Services, provided opportunities to build networks aligning with progressive and innovative approaches to education and training for clinical staff. This enabled a close relationship to develop between Ballarat Health Services – Centre for Education and Training Staff and the Clinical Education team at Beaufort Skipton Health Services.

## BUILDING RELATIONSHIPS

Delivery of quality healthcare is dependent on collaboration for a common goal, whether between departments, disciplines or organisations. 'The conceptual and theoretical basis for understanding and practising collaboration remains underdeveloped and imprecise'<sup>[2]</sup>. With no guidelines for relationship formation, the connection of core values in collaboration between Beaufort Skipton and Ballarat Health Services provides a platform on which to build sustainable relationships that empower both organisations and promote opportunities within the Grampians Region<sup>[3]</sup>.



**As nurses, the embodiment of integrity, honesty, respect and compassion<sup>[4]</sup> are ingrained and empower the fostering and promotion of these positive professional relationships.**

## MOMENTUM

From the humble beginnings of the Grampians Regional Education Group (GREG) and SimVan, this collaboration has gone on to produce ground breaking work in:

- Refinement of the graduate transition to practice program to include the recent innovation of the Care of the Older Person (COOPs) project.
- Representatives on the St Vincent's Hospital and DHHS steering committee, development and implementation of a state-wide Aged Care focused graduate nurse program
- Upcoming research opportunities in clinical spaces pertinent to rural and regional environments



**WITHOUT INTEGRITY, THE WILLINGNESS TO WORK TOGETHER AND A TRANSPARENT OPEN HONEST RELATIONSHIP, TRUE COLLABORATION CANNOT EXIST.**



## CONCLUSION

By working to address the inherent power imbalance that exists between large regional and small rural organisations, the development of a close interorganisational relationship has been established.

The respect of values, recognition of diversity and identification that innovation and new ideas can start anywhere, has allowed for professional balance in relationships, innovation, and raised personal and organisational profiles; while providing possibilities for future quality projects.



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### References

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