Interprofessional Institute for Polarity Thinking in Healthcare

June 15-17, 2016
Alumni House- Allendale Campus
Grand Valley State University
Allendale, Michigan

The legacy of today’s interprofessional health care leaders will be the successful transformation of the health care system at the point of care. Most health care leaders and providers are masters of problem solving. However, the major issues haunting health care today are combinations of problems and polarities. When health care professionals are not clear about how to differentiate between problems and polarities, time, money and energy are wasted.

The summer institute brings the skill of Polarity Thinking to interprofessional teams in academia, research and practice. The sessions move from theory to daily realities within the care system. This focused time exploring both simple and complex applications of Polarity Thinking is intended for interprofessional clinicians, managers, executives, consultants, educators and researchers.
What Are Polarities?

- Polarities are interdependent pairs of values and points of view that may appear to compete but need each other over time to gain and sustain positive outcomes.
- Polarities may also be called paradoxes or dilemmas and are inherent in most tensions and conflicts.
- Polarities are unavoidable, unsolvable, unstoppable and indestructible.
- Polarity Thinking can be used to supplement traditional problem solving skills.
- Highly effective leaders and organizations are effective and perform well partially because of their ability to leverage both sides of a polarity.
- Polarities require leaders to see and leverage the inherent positive value in both poles to achieve sustainable, meaningful, and enduring benefits to lead highly effective organizations.

Course Offerings

One Day Course: Foundations of Polarity Thinking
Wednesday - June 15, 2016 - 8:30 a.m. - 4:30 p.m.
Addresses the ability to decrease resistance to change and increase the ability to sustain the positive outcomes of change by using the skills of managing and leveraging polarities. Participants will learn to:
1. Explain the fundamental principles of Polarity Thinking
2. Explain the process to “See, Map and Act” on polarity pairs
3. Distinguish between problems to be solved and polarities to be managed and leveraged
4. Identify steps for successfully managing and leveraging healthcare polarities over time
5. Apply Polarity Thinking concepts to personal and organizational dynamics

Two Day Course: Applying Polarity Thinking to Daily Accountabilities
*Foundations of Polarity Thinking is a pre-requisite for this course.
Thursday and Friday, June 16 & 17, 2016 - 8:30 a.m. – 4:30 p.m.
Includes polarities related to the safety of those who give and receive care; interprofessional education and practice; cost containment; implementation of electronic health record; integrated teams; continuity of care; and individualized integrated plans of care. Participants will learn to:
1. Create polarity maps around a variety of chosen pairs
2. Correlate the fundamental principles of Polarity Thinking to complex realities
3. Teach others the fundamentals of Polarity Thinking
4. Review an innovative tool designed to assess an organization’s ability to manage and leverage healthcare polarities
5. Contribute to the worldwide body of knowledge related to Polarity Thinking and acting

Three Day Course: Foundations of Polarity Thinking & Applying Polarity Thinking to Daily Accountabilities (includes one and two-day course objectives)
Wednesday, Thursday and Friday, June 15-17, 2016 - 8:30 a.m. – 4:30 p.m.

The Center for Creative Leadership (2013) declared that “leveraging of polarities” is one of the five principle skills considered essential for succeeding as a strategic leader.
Our Polarity Faculty

Bonnie Wesorick, RN, MSN, FAAN, DPNAP is the founder of the CPM Resource Center and Chairman Emerita at Elsevier with a focus on transformation at the point of care. She is a Polarity Master and has taught this skill to thousands of interprofessional health care clinicians, managers, educators and executives in both practice and academia.

Laurie Levknecht, RN, BSN is a Polarity Master in Health Care with many years of teaching health care clinicians, educators and leaders to use Polarity Thinking principles to supplement problem solving skills. Laurie’s 30 years of nursing experience span a wide range including clinical care, education and consulting.

Evelyn Clingerman, PhD, CNE, RN, FNAP is the Executive Director of The Bonnie Wesorick Center for Health Care Transformation where transformation work is at the nexus of education and practice. Dr. Clingerman develops research studies involving Polarity Thinking and presents guest lectures on the topic. She has started on the journey to mastery in Polarity Thinking.

GVSU Alumni House Details
Located at One Campus Drive in Allendale, Michigan, the Alumni House is on the north end of GVSU’s Allendale campus. Driving directions and parking details are provided at www.gvsu.edu/alumnihouse/directions-parking-11.htm.

Hotel Information
The hotel in closest proximity to the GVSU Allendale Campus is The Sleep Inn & Suites located at 4869 Becker Dr. Allendale, MI 49401 (www.choicehotels.com - (616) 892-8000). We encourage you to make reservations early as hotels in the area tend to fill quickly in the summer months. Several dining options are within close proximity to the hotel. Additional lodging options are available in the Grand Rapids area. Please visit www.experiencegr.com for more information.

Transportation Information
The Gerald R. Ford International Airport (GRR) is 35-40 minutes from the Allendale Campus. A taxi stand is located at Ground Transportation Door #4. Rental car agencies also are based within the airport. http://www.grr.org/.

“Polarity thinking is a great tool to lean on when you are attempting to hardwire complex change. It allows for clarity of purpose to emerge, and engages those responsible for the ‘work’ to see how their efforts contribute to success. Polarity thinking is my “go to” process when I’m stuck and don’t seem to be able to sustain change. Often the analysis phase of problem solving is either very short or eliminated as we jump directly to solutions without fully understanding the tension of the competing priorities and how each contributes not only to the complexity of the issue at hand, but also to the nature of the solution(s).”

Diane Humbrecht, Chief Nursing Informatics Officer, Abington Memorial Hospital, Abington, PA
Register Online @ gvsu.edu/Wesorick

**One-Day Course** - June 15, 2016
**Foundations of Polarity Thinking**
Register by May 1 - $250
Register after May 1 - $300

**Two-Day Course** - June 16 & 17, 2016
**Applying Polarity Thinking to Daily Accountabilities**
*Foundations of Polarity Thinking is a pre-requisite for this course.*
Register by May 1 - $500
Register after June 1 - $600

**Three-Day Course** - June 15, 16 & 17, 2016
**One and Two-Day Courses Combined: Foundations of Polarity Thinking & Applying Polarity Thinking to Daily Accountabilities**
Register before May 1 - $700
Register after June 1 - $800

*Please see inside cover for specifics on course offerings.*

**Important Details**

**Continuing Education Credit:** Grand Valley State University - Kirkhof College of Nursing, a Michigan Board of Nursing approved nursing education program, is authorized by Administrative Rule 333.10602g to award contact hours to participants at continuing education programs provided by the Kirkhof College of Nursing. Nurses who were in attendance for the entire three-day program will receive a certificate awarding 21 contact hours (7 hours for one-day course, 14 hours for two-day course).

A Certificate of Attendance will be provided upon completion of course requirements, enabling other disciplines to register for credit with their corresponding licensing boards or associations.

**Students will enjoy a 50% discount on registration fees.**

**Groups of five or more from the same organization will receive a 20% discount.**

**Space is limited. Please register online at gvsu.edu/Wesorick.**

**Cancelation and Substitution Policy:**

A $100 fee will apply to cancelations made before May 20, 2016.

A $250 fee will apply to cancelations made on or after May 20, 2016.

Please contact Lori Turnbull at 616.331.7184 for information on cancelation or substitutions.