



# EHMA 2024

Shaping and managing  
innovative health ecosystems



Erasmus  
Centrum voor  
Zorgbestuur

## Exploring key competencies for professionals engaged in cross- over learning

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# Introduction & objectives

- Professionals are facing the impact of almost endless technological opportunities, an increasing demand and an ever-increasing complexity of healthcare provision everyday.
- Professional development and continuous medical training is one way to deal with this. Acquiring the skills to act upon new knowledge is essential throughout careers. New knowledge increasingly lies beyond the scope of a single field, sector or organization which causes professionals to be able to learn from other fields in interdisciplinary collaboration and cross-sector knowledge exchanges.
- The aim of this research is to investigate the essential skills required for professionals to make successful crossovers and effectively learn from sectors beyond their own. The focus is therefore on acquiring a better understanding of *how professionals and middle-managers in healthcare do cross-over learning in practice*.
- We focus on identifying what skills they need to be able to participate (or facilitate) successfully in cross-sector learning and what challenges they face in doing so? This increased understanding could strengthen professional education, for example by designing better programs.

# Methodology

In this qualitative study the data collection consists of interviews and observations

- Professionals who have participated in cross-sector learning will be interviewed about their experiences. Questions will focus on skills perceived as vital for cross-sector learning, challenges faced, and strategies employed to overcome obstacles.
- Additionally, we will participate in some cross-sector educational initiatives to get an improved understanding of what is needed to do so successfully. Collected data will undergo thematic analysis to identify common skill sets and challenges.

Of course, a literature review on interdisciplinary learning, cross-sector collaboration, and professional skill development will be conducted to put the results in perspective, both prior and after the research is conducted.

# Preliminary results



1. Preliminary results show that professionals really need a certain amount of open-mindedness – willingness to consider diverse viewpoints and ideas without prejudice or bias; curiosity – a strong desire to learn and explore; and the skills to reflect properly on their experiences to really integrate it in one's own continuous learning effort.
2. Challenges they face are dealing with contextual differences, cultural variations and vocabulary and jargon differences. These challenges do not only make the translation of what is learned more difficult but also describe a certain level of readiness to successfully participate in cross-sector learning.

# Questions for you

- Do you know of any authors/ work on this topic?
- How to select the 'other' sectors?
- How 'other' can other sectors or professionals be?
- What are your thoughts on how you learn to do cross-overs successfully?
- Any further ideas, thoughts, advice and critique is of course welcome!



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# Thank you!

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