

The Respiratory Therapy Impact Series: Q&A

Part 2: Advancing the Respiratory Therapist and Medical Director DYAD: Building Effective Partnerships to Improve Patient Outcomes

Note: The quotes included in this document have been paraphrased for brevity and clarity by the presenters and attendees. While the original meaning has been preserved, some details may have been condensed

1. Is there a recipe to establishing a high functioning RT leader – Medical Director dyad model?

- A. **"Evidence-Based Approach:** A successful RT-Medical Director dyad relies on implementing protocols and practices grounded in the latest evidence-based research."
- B. **"Selecting the Right People:** Choosing an Medical Director who is committed to championing the respiratory program and advancing its success is essential."

2. What do you do when there is no one excited about the role and you have to tap someone?

- A. **"Identifying the Right Person:** Take time to evaluate whether the individual is the right fit for the role, and if they're not, seek out a different physician who has the passion and commitment required."
- B. **"Seeking Additional Support:** If no suitable candidate is available, escalate the issue to administration to secure the support and resources needed to find the right person for success."

3. How do you get your organization to recognize the value of that dyad relationship?

Steve Mosakowski –

- A. **"Highlight Quality and Outcomes:** Use specific data to demonstrate how the dyad improves quality care, outcomes, and efficiency, aligning with organizational goals."
- B. **"Showcase Organizational Benefits:** Emphasize the value of engaged RTs working at the top of their scope, which leads to higher satisfaction, lower turnover, and better retention."
- C. **"Tailor Messaging to Organizational Priorities:** Identify key "hot buttons" for leadership and align the dyad's demonstrated value with those priorities to secure their support and investment."
- D. **"Promote Culture and Collaboration:** Illustrate how the dyad fosters a positive culture, such as residents relying on RTs for expertise and seamless troubleshooting, creating a trusted and efficient team dynamic."
- E. **"Leverage Relationships:** Stress the importance of strong relationships between the unit Medical Director, department Medical Director, and RT department as essential for driving progress and institutional success."

4. What are your closing words of wisdom?

- A. **"Communication and Respect:** Foster open, honest, and multi-directional communication with mutual respect to create a strong foundation and gain senior leadership support."
- B. **"Clarity and Passion:** Ensure the Medical Director clearly understands the expectations of the role and bring passion and commitment to drive success."