Examining the gap between knowing and doing

Improving recovery-oriented practice in mental health hospitals

Centre of Education and Organizational Development
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A Recipe for Improving Recovery-Oriented Practice
Learning Objectives:

• Discover how developing complex interpersonal skills within staff during recovery education can promote transfer of learning into practice

• Analyze the organizational conditions conducive to improving recovery-oriented practice in the context of a mental health hospital
Methods
• Explored the research question, “What organizational behaviour conditions are conducive to improving recovery-oriented practice?”

• Extensive review was conducted by searching multiple scholarly databases for peer reviewed article, books chapter, and editorials

• Literature was critiqued based on its focus of study, theoretical framework, methodology, and implications for research study

• Literature synthesized according to preliminary themes of education and training, organizational culture, leadership practices, and power relations
Developing complex interpersonal skills within staff during recovery education
Using Analogical Reasoning Skills to Transfer Learning into Practice
Analyzing the organizational conditions conducive to improving recovery-oriented practice
Condition No. 1: Organizational Culture

Assumptions
Culture
Values
Artifacts
Condition No. 2: Leadership Practices
Condition No. 3: Minimizing Power Relations
Questions?
What Is Your Take-A-Way?

• On your way out the door, take cookie

• Let your cookie remind you that it takes a number of different ingredients, in different measures, to create a delicious cookie

• Similarly, there are a number of different organizational conditions that contribute in various ways to the transfer of learning about recovery-oriented practice to utilizing recovery-oriented practice
References


Gentner, D., Loewenstein, J., & Thompson, L. (2003). Learning and transfer: A general role for analogical encoding. Journal Of Educational Psychology, 95(2), 393-408. doi:10.1037/0022-0663.95.2.393


