



Ontario Shores

Centre for Mental Health Sciences

Examining the gap between knowing and doing

Improving recovery-oriented
practice in mental health hospitals

Centre of Education and Organizational Development

Presented by: Amber Smith, M.Ed.

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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



Literature Review

- 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

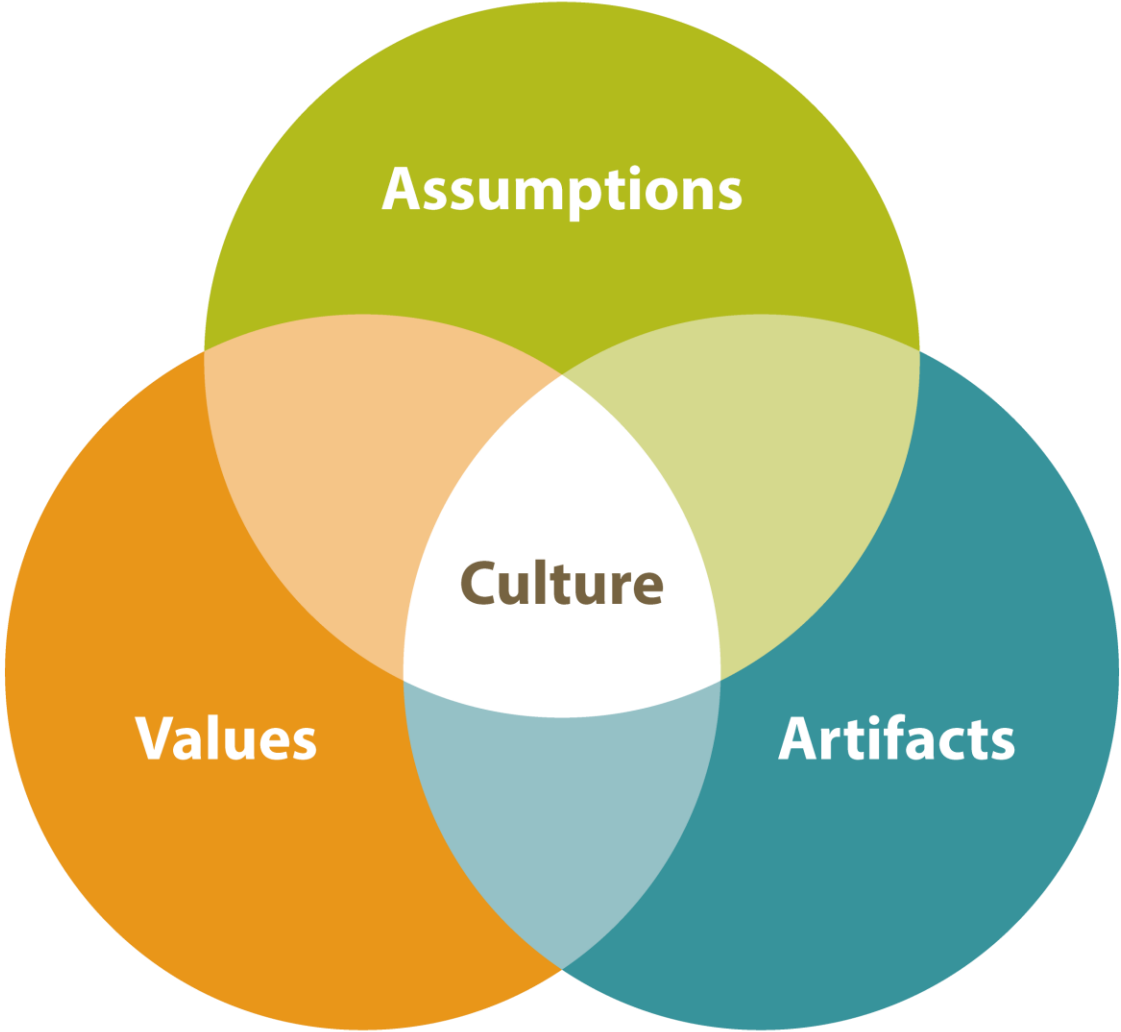
**Developing complex
interpersonal skills within
staff during recovery
education**

Using Analogical Reasoning Skills to Transfer Learning into Practice



Analyzing the organizational conditions conducive to improving recovery-oriented practice

Condition No. 1: Organizational Culture



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

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