EFFECTIVE STRATEGIES TO ENHANCE COLLABORATIVE SKILLS OF HEALTHCARE WORKERS IN IMPROVING PATIENT SATISFACTION: A SYSTEMATIC REVIEW

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ABSTRACT

One of the most important factors in raising hospital patient happiness and care quality is effective collaboration among healthcare professionals. Implementing techniques to improve teamwork skills is still fraught with difficulties, though. A lack of policy backing, a lack of resources, and healthcare personnel' aversion to change are the key problems. Health workers' resistance to change, a lack of legislative support, and a lack of resources all make it difficult to maximize team collaboration, which is crucial for providing high-quality care and satisfactory patient outcomes. Therefore, in order to assess the efficacy of collaborative skills training programs and their influence on patient satisfaction, a systematic study is required. A thorough literature review based on major databases was conducted in this investigation. The Scopus, PubMed, Web of Science, and Google Scholar databases were searched for relevant literature with a publication span of 2019–2024. The Joanna Briggs Institute (JBI) and the Mixed Methods Appraisal Tool (MMAT) were used to assess the gathered papers. Eight pertinent articles were thoroughly examined out of the 885 total that were found. To find important trends in health workers' collaborative skills training tactics and their effects on patient satisfaction, a theme analysis technique was used to examine a few chosen research. Eight publications in all were gathered, and the results demonstrated that online learning and simulation-based training improved health workers' capacity for teamwork. Additionally, it has been demonstrated that clinical supervision and leadership enhance the coordination of multidisciplinary teams, and family-based approaches significantly affect patient satisfaction. This study recommends hospitals include these evidence-based training tactics into postoperative care protocols to enhance team efficacy and overall patient experience, notwithstanding implementation hurdles such time restrictions and managerial support. Enhancing interdisciplinary teamwork through structured collaborative training can improve patient outcomes and satisfaction while also enhancing the quality of treatment. This method encourages teamwork and collaborative decision-making while promoting integrated, holistic care in nursing. Improved care quality, enhanced team communication, and a patient-centered approach involving families are among the health implications. These tactics benefit patients and healthcare professionals alike, improving clinical results, patient safety, and general satisfaction.

Keywords: Collaborative Skills; Simulation Based Training; Clinical Leadership; Patient Satisfaction; Healthcare Teams

INTRODUCTION

The quality of health care is greatly influenced by the effectiveness of collaboration between health workers from different disciplines. Collaborative skills, which include effective communication, teamwork, and shared decision-making, have been shown to improve care coordination and patient satisfaction (Jiang, 2024; Veiga, 2023). In an increasingly complex modern health system, the ability of health workers to work in multidisciplinary teams is a key factor in ensuring continuity and effectiveness of care. (Mahmoud, 2023).

Interprofessional collaboration (IPC) has been identified as a strategic approach in improving clinical outcomes and patient experience. IPC allows various healthcare professionals, including doctors, nurses, pharmacists, and physiotherapists, to share information and work synergistically in delivering patient care. (Rosenstrøm et al., 2022; Sulistyaningsih, 2022). For example in the management of complex conditions such as prenatal care, IPC enables various healthcare professionals to ensure continuity of care thereby improving quality of care and patient satisfaction. (Vasconcelos, 2021; Veiga, 2023).

Training strategies to improve the collaborative skills of healthcare workers have been the focus of many recent studies. Interprofessional education (IPE) has been shown to improve attitudes and skills of collaboration among healthcare workers. Research shows that students who participate in IPE have a better understanding of the roles of other professions and are better prepared to collaborate in a clinical setting. (Jiang, 2024; Mahmoud, 2023; Reinders & Krijnen, 2023). Simulation-based training is a popular method that has been demonstrated to enhance team effectiveness and communication abilities when handling patients in challenging clinical settings. (Gheisari et al., 2024; Guérin Benz et al., 2024; Gustad et al., 2024).

In addition to formal education, clinical supervision models have also been identified as an effective method in improving the communication skills and self-efficacy of health workers. Research shows that health workers who receive clinical supervision have higher confidence in communication and are more effective in handing over patients. (Afandi, 2023; Gheisari et al., 2024). This supervision model also contributes to creating a more supportive work environment, thereby increasing the motivation of health workers to work together in teams. (Haghighat et al., 2024)

However, although various strategies have been developed to improve the collaborative skills of healthcare workers, challenges remain in their implementation. Several studies identified that one of the main obstacles is limited resources in hospitals, especially in developing countries, which hinders the implementation of simulation-based training programmes or clinical supervision that require large investments in infrastructure and teaching staff. (Al Sabei et al., 2021; Busari et al., 2020). In addition, the hospital's organisational culture, which still places a rigid hierarchy between medical professions, is also a challenge in building effective collaboration. (Haghighat et al., 2024).

In the context of patient satisfaction, good collaboration between healthcare professionals has been shown to contribute to improving patient experience in healthcare facilities. For example, research shows that improvements in multidisciplinary team communication can increase early detection of sepsis and reduce mortality rates due to delayed intervention. (Gustad et al., 2024). In addition, family-based approaches in the care of patients with chronic diseases have been shown to increase patient and family satisfaction, as it allows

their involvement in clinical decision-making. (Liu, 2023; Rosenstrøm et al., 2022). Therefore, strengthening collaborative skills among health workers is one of the main strategies in improving service quality and patient satisfaction.

METHODS
Study Design
This study employed a systematic literature review method. Articles that were collected and passed the selection process were subsequently assessed and summarized. Conclusions were drawn with careful consideration of the research topic to ensure the relevance and benefits of the study for readers. The process of conducting an article search was executed with the PICOT framework.

Search methods
A thorough literature review based on major databases was conducted in this investigation. The Scopus, PubMed, Web of Science, and Google Scholar databases were searched for relevant literature with a publication span of 2019–2024. This study was carried out on December 21, 2024.

The article's study topic, which is named *"Effective Strategies to Enhance Collaborative Skills of Healthcare Workers in Improving Patient Satisfaction: A Systematic Review"* focuses on how well different training methods and interventions work to help healthcare professionals become more collaborative, especially when it comes to multidisciplinary team coordination and how it affects patient satisfaction in public hospitals.

In order to improve collaboration among healthcare professionals, the study thoroughly examines publications from 2019 to 2024 with a focus on training strategies such simulation-based training, clinical leadership, clinical supervision, online education, and family-based approaches. The effectiveness of these tactics in enhancing patient outcomes, teamwork, and the quality of healthcare services is assessed.

Inclusion and Exclusion Criteria
The qualification criteria for this writing survey were carefully set up to guarantee the pertinence and quality of the articles dissected. Particular consideration criteria were as takes after:1) Thinks about that tended to preparing methodologies or mediations to make strides the collaborative abilities of healthcare laborers. Qualified ponders seem use quantitative, subjective, or blended strategies inquire about plans, as long as the information displayed were important to the investigate subject, 2) Ponders that inspected the relationship between healthcare workers' collaborative abilities and understanding fulfillment, 3) Articles distributed in trustworthy logical diaries (Scopus, WoS, PubMed, Google Scolar) inside the final 5 a long time, 4) Thinks about with quantitative, subjective, or mixed-method strategies, 5) Thinks about that centered on open clinics. In differentiate, the prohibition criteria were characterized as takes after: 1) Considers that centered as it were on collaboration exterior the healing center setting (e.g. community or essential healthcare), 2) Thinks about that as it were inspected group connections without counting collaborative aptitudes preparing, 3) Articles that were not accessible in English or Bahasa Indonesia, 4) Articles that did not report quantitative or subjective comes about significant to the impact of early assembly on torment levels were avoided.

Data Extraction

In the literature search, a combination of keywords with Boolean operators was used to obtain more specific results and facilitate the selection of relevant articles. The keywords used were 'Multidisciplinary collaboration' AND 'Training programme' AND 'Hospital'. Using these keywords across four databases with the help of Boolean operators, the researchers identified a total of 885 articles that matched the criteria. This included 108 articles from Scopus, 134 articles from PubMed, 52 articles from Web of Science, and 591 articles from Google Scholar.

Four major search engines were employed by the researchers for this study: PubMed, Science Direct, ProQuest, and Google Scholar. All databases yielded 885 articles during the identification stage. After then, the articles were narrowed down to only those that were available in full-text format, released between 2019 and 2024, and written in English. According to these standards, the list was whittled down to 236 items. Further screening was conducted based on the abstracts and titles of the papers deemed relevant to the study's topic. Articles that employed scoping, literature, and systematic review designs were not included. By now, duplicate articles had also been removed. After completing this extra screening, eight papers were selected and further reviewed to ensure they satisfied the inclusion criteria. Ultimately, eight articles were included in the final evaluation. The PRISMA process is depicted in its entirety in the flow diagram that follows.

Quality Apprasial

The first evaluation was carried out on its own. Before arriving at the required final rationale, discussions were made to temper disparities in evaluations. The Joanna Briggs Institute (JBI) (2020) Critical Appraisal Tools version was used in this investigationwere employed to assess studies using the Critical Appraisal Checklist for RCTs (n=2), Mixed Methods Systematic Review (n=2), and Meta-Aggregation (n=4). Only eight publications were eventually included in the findings of the preliminary analysis, review, and additional identification. Each article's specific details are listed in the table that follows.

Data Analysis

In the article, the researcher decided to use a thematic analysis approach and critical appraisal tools for the data analysis for several key reasons:

1. Suitability for Systematic Review

Thematic Analysis: Because it enables the detection of significant patterns or themes across numerous research, thematic analysis was selected. The study is to examine and integrate findings from many studies on healthcare worker training methodologies, therefore theme analysis is a suitable technique to organize and analyze qualitative data, spot reoccurring patterns, and derive significant conclusions from a variety of data sources. Thematic analysis works well for systematic reviews because it is flexible, captures the complexity of data, and effectively identifies themes that are important to the research issue (Braun and Clarke, 2006). The researcher could successfully examine a variety of studies that discuss related topics like patient satisfaction, teamwork, and training tactics by employing thematic analysis.

2. Use of Critical Appraisal Tools for Quality Assessment

The Joanna Briggs Institute (JBI) Critical Appraisal Tools and the Mixed Methods Appraisal Tool (MMAT) were chosen in order to assess the caliber of the research that was part of the

review. By using these techniques, the systematic review's papers were guaranteed to be based on good methodology and to support the conclusions it drew from them with trustworthy data. Such tools are designed to assess research that employs both qualitative and quantitative data because the review's articles are mixed. For assessing the quality of research, MMAT and JBI tools are widely used and reliable techniques in systematic reviews. They provide a neutral means of ensuring that the reviewed studies followed rigorous methodological standards.

3. Holistic and Rigorous Data Synthesis

By combining thematic analysis with critical appraisal tools, the researcher could provide a holistic view of the evidence while maintaining rigor and reliability. Thematic analysis allows for identifying the key elements across studies, while critical appraisal ensures that only high-quality, relevant studies are included. This combination of qualitative and evaluative approaches helps present a balanced perspective on the effectiveness of training strategies to improve healthcare workers' collaborative skills and their impact on patient satisfaction.

RESULTS

Search Outcome

The researchers utilized four primary search platforms for this study: PubMed, Science Direct, ProQuest, and Google Scholar. During the identification stage, 885 articles were retrieved from all databases. Subsequently, the articles were screened to include only those published between 2020 and 2024, available in full-text format, and written in English. These criteria narrowed the selection down to 236 articles. Further screening was conducted based on the titles and abstracts of the articles deemed relevant to the research topic. Articles employing designs such as literature reviews, scoping reviews, and systematic reviews were excluded. Duplicate articles were also removed at this stage. This further screening resulted in 8 articles, which were then reviewed in greater detail to ensure compliance with the inclusion criteria. Ultimately, 8 articles were included for the final review. The complete PRISMA procedure is illustrated in Figure 1, the flow diagram below.
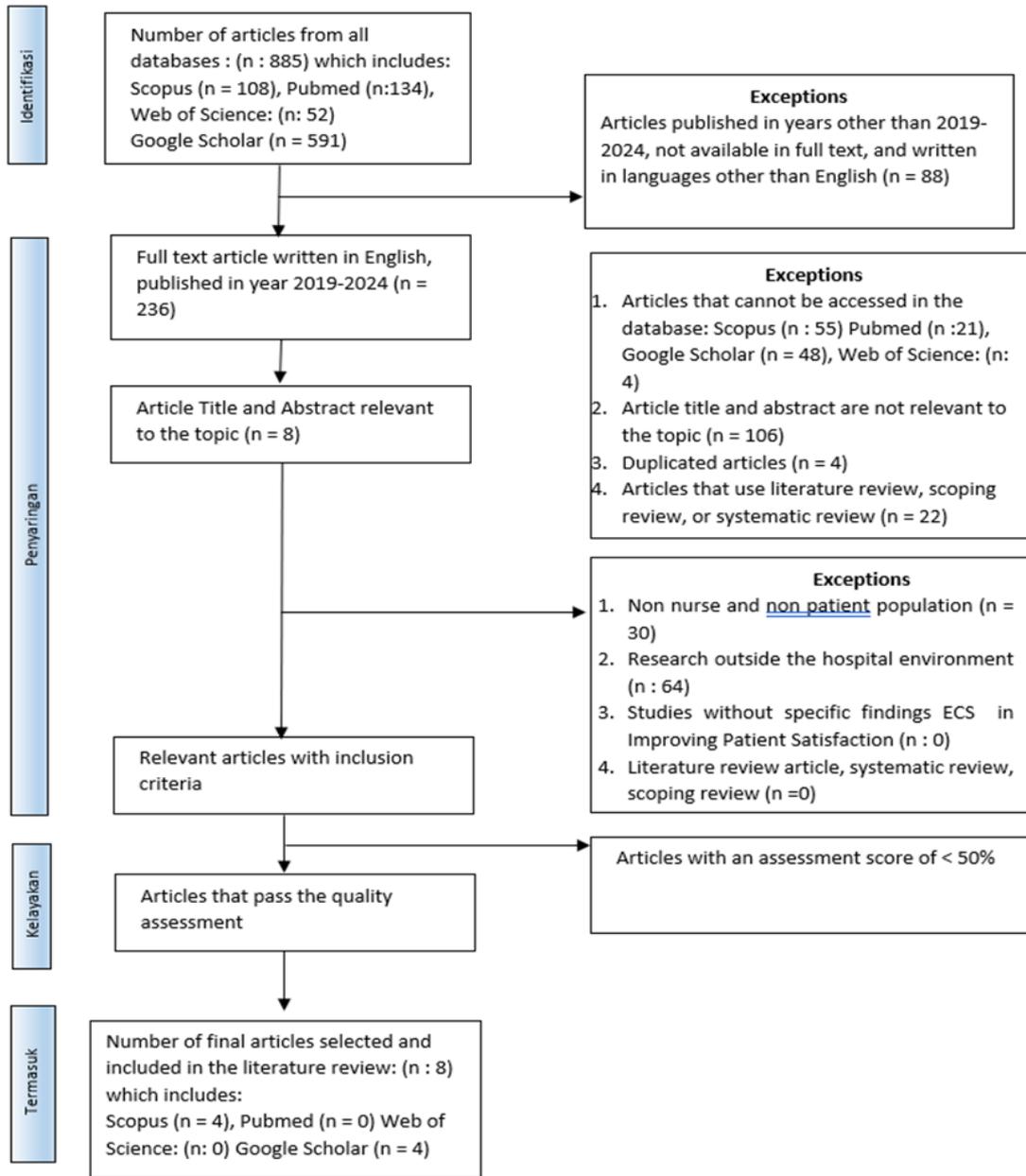
Figure1. PRISMA Flowchart

Quality Assessment Results

The initial assessment was conducted independently. Discussions were held to moderate differences in evaluations before reaching the necessary final justification. In this study, the Joanna Briggs Institute (JBI) Critical Appraisal Tools version (2020) were used to evaluate Meta-Aggregation (n=4), Mixed Methods Systematic Review (n=2), and Critical Appraisal Checklist for RCTs (n=2) studies. The results of the initial analysis, review, and further identification ultimately included only 8 articles. The following table provides detailed information about each article.

Table 1. Accumulated Critical Assessment of Articles

ID	Title	Criteria 1 2 3 4 5 6 7 8 9 10	Mark
JBI Meta-Aggregation			
ECS1	Simulation training on respectful emergency obstetric and neonatal care in north-westernMadagascar	✓ ✓ ✓ ✓ ✓ ✓ ✓ - ✓	90%
ECS2	Clinical Leadership as an Agent for Change: A Health System Improvement Intervention in Curaçao	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	100%
ECS3	Nurses' and Physicians' Experiences After Implementation of a Quality Improvement Project to Improve Sepsis Awareness in Hospitals	✓ ✓ ✓ ✓ ✓ ✓ - ✓ -	80%
ECS6	How Family Members Experienced a Family-Focused Atrial Fibrillation Intervention in an Outpatient Setting—A Qualitative Study	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	100%
JBI Mixed Methods Systematic Review			
ECS4	Evaluation of an End-of-Life Essentials Online Education Module on Chronic Complex Illness End-of-Life Care	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	100%
ECS7	Interdisciplinary Shadowing and Case Discussion Improve Medical Students' Self-Efficacy and Attitude Toward Discharge Planning	✓ ✓ ✓ ✓ ✓ - ✓ - ✓	80%
JBI Critical Appraisal Checklist for RCTs			
ECS5	The effect of clinical supervision model on nurses' self-efficacy and communication skills in the handover process of medical and surgical wards: an experimental study	✓ ✓ ✓ ✓ ✓ ✓ - ✓ ✓	90%
ECS8	Effect of Reminiscence Training on Professional Communication Skills in Pediatric Nursing Staff	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	100%

Table 2. Analysis of Literature Results

Article ID	Author and Journal Identity	Journal Title	Objective	Population and Sample	Methodology	Findings and Relevance to Children
ECS1	Author: Julie Guerin Benz et al. Journal Identity: BioMed Central Journal. *9*(1), 18.2024. (Guérin Benz et al., 2024)	Simulation training on respectful emergency obstetric and neonatal care in north-western Madagascar	Examining the effect of bed exercises on anxiety, pain, early ambulation and mobilisation.	120 patients (60 experimental, 60 control) post major abdominal surgery	Mixed Methods Quantitative Methods: Knowledge Testing Qualitative Methods: Focus Group Discussions	Simulation-based training in Madagascar had a positive impact on increasing participants' knowledge and improving interprofessional working relationships
ECS2	Author: Busari, J. et al. Journal Identity: *Multidisciplinary Healthcare*, *Volume 13*, 787–798, 2020(Busari et al., 2020)	*Clinical Leadership as an Agent for Change: A Health System Improvement Intervention in Curaçao*	Assessing the effectiveness of multidisciplinary leadership training (MLP) in improving health worker competence and interprofessional collaboration	33 health workers from various professional backgrounds	Qualitative analysis based on semi-structured interviews	Multidisciplinary leadership training contributes to improving the quality of healthcare through strengthening teamwork and developing more effective care pathways.
ECS3	Author: Lise Tuset Gustad et al. Journal Identity: *Multidisciplinary Healthcare, Volume 17, 29–41.*, 2024 (Gustad et al., 2024).	*Nurses' and Physicians' Experiences After Implementation of a Quality Improvement Project to Improve Sepsis Awareness in Hospitals*	Provides insight into how standardised protocols and training programmes can improve early detection and management of sepsis, as well as strengthen collaboration between healthcare workers.	13 nurses and 5 doctors were selected using convenience sampling (for nurses) and respondent-driven sampling (for doctors).	Kualitatif fenomenologis Metode Systematic Text Condensation (STC)	The quality improvement project successfully improved awareness, communication, and clinical decision-making in sepsis detection and management.
ECS4	Author: Deb Rawlings et al. Journal Identity: *Healthcare, 8(3), 297*, 2020 (Rawlings et al., 2020)	*Evaluation of an End-of-Life Essentials Online Education Module on Chronic Complex Illness End-of-Life Care*	Improve healthcare providers' knowledge and practice in respectful emergency obstetric and neonatal care.	1,489 participants who completed at least one question in the pre- and post-training evaluation of the 'End-of-Life Essentials (EOLE)' online module.	a quantitative and qualitative approach to evaluate the effectiveness of the End-of-Life Essentials (EOLE) online module	EOLE online modules are effective in improving health workers' knowledge, skills, and confidence in providing end-of-life care.
ECS5	Author: Faezeh Gheisari et al. Journal Identity: *BMC Nursing Primary Health23(1), 672, 2024* (Gheisari et al., 2024).	*The effect of clinical supervision model on nurses' self-efficacy and communication skills in the handover process of medical and surgical wards: an experimental study Primary Health Care Clinic in Lagos, Nigeria*	Evaluating the impact of clinical supervision model (CSM) implementation on nurses' self-efficacy and communication skills in the handover process in medical and surgical wards.	80 nurses, who were then divided into 40 nurses in the intervention group and 40 nurses in the control group.	experimental pre-test and post-test	Implementation of Clinical Supervision Model (CSM) significantly improved nurses' self-efficacy and communication skills in handover process in medical and surgical wards.lung function and reduced immunity against infections.

Article ID	Author and Journal Identity	Journal Title	Objective	Population and Sample	Methodology	Findings and Relevance to Children
ECS6	Author: Stine Rosenstrøm et al. Journal Identity: *SAGE Open Nursing journal 8, 2022* (Rosenstrøm et al., 2022)	*How Family Members Experienced a Family-Focused Atrial Fibrillation Intervention in an Outpatient Setting—A Qualitative Study*	Explored the experiences of family members (FMs) of patients with Atrial Fibrillation (AF) in receiving family-based nursing interventions at an outpatient clinic in Denmark.	7 family members participated in the interviews out of a total of 33 patients with AF involved in the intervention	Qualitative with phenomenological method	Intervensi keperawatan berbasis keluarga meningkatkan pemahaman dan dukungan bagi anggota keluarga pasien dengan Atrial Fibrillation (AF). Percakapan terapeutik (FNTCs) membantu mengurangi stres dan kecemasan
ECS7	Author: Yi-Cheng Li et al. Journal Identity: *Journal of Multidisciplinary Healthcare* 21(1).2023 (Liao et al., 2023)	*Interdisciplinary Shadowing and Case Discussion Improve Medical Students' Self-Efficacy and Attitude Toward Discharge Planning*	To evaluate the effects of an experiential learning programme on discharge planning (DPC) for fifth-year medical students in Taiwan.	113 medical students who completed the discharge planning curriculum (DPC).	Quantitative mixed-methods design: One group pretest-posttest research design, Qualitative: Focus Group Discussion (FGD)	The Discharge Planning Curriculum (DPC) programme successfully improved medical students' knowledge, self-efficacy and attitudes towards discharge planning.
ECS8	Author: Halimeh Zareii et al. Journal Identity: *Journal of Holistic Nursing and Midwifery 32(1), 49–57* (Zareii et al., 2022)	*Effect of Reminiscence Training on Professional Communication Skills in Pediatric Nursing Staff*	Determine the effect of reminiscence training on communication skills in staff professional relationships	88 paediatric nurses were selected by consensus method, then 84 nurses participated in the study until the end..	quasi-experimental design with a pre-test, post-test approach	Family-based nursing interventions improve understanding and support for family members of patients with Atrial Fibrillation (AF). Therapeutic conversations (FNTCs) help reduce stress and anxiety

Analytical Findings result

The results of the literature analysis reveal several key findings regarding efforts to enhance collaboration and communication skills in healthcare. First, the research by Guérin Benz and associates (2024) in Madagascar shows that simulation-based training significantly improves interprofessional communication skills in obstetrics and neonatology. Healthcare workers can improve coordination and patient satisfaction by using this simulation to better understand their duties within a team. Furthermore, the study by Busari et al. (2020) emphasizes the value of clinical leadership training in enhancing multidisciplinary team collaboration, particularly in settings with limited resources, which results in more effective healthcare delivery. Lise Tuset Gustad et al. (2024) underline the value of educating people about sepsis as part of a quality improvement effort in Norway, as this has a direct impact on patient management's quick response and lowers fatality rates. However, Rawlings et al. (2021) showed that technology-based training can improve healthcare workers' comprehension of managing patients with difficult diseases. In Australia, the study looked at how well online education modules enhanced healthcare professionals' competence in end-of-life care.In terms of improving communication skills, Faezeh Gheisari et al. (2024) in Iran revealed that clinical supervision plays a crucial role in enhancing nurses' self-efficacy and communication skills, particularly during patient handoffs.

Moreover, Stine Rosenstrøm and associates. (2022) discovered that treating patients with atrial fibrillation using a family-centered strategy enhances their satisfaction and well-being, underscoring the need of integrating families in patient treatment. Yi-Cheng Li and associates. (2023) Taiwan has discovered that medical students' self-efficacy in discharge planning is enhanced by multidisciplinary shadowing and case discussions, which also help them better comprehend the roles of other healthcare providers.

Finally, the research done by Halimeh Zareii and associates (2022) shows how memory training can improve pediatric nurses' communication skills, allowing them to think back on past encounters and build closer relationships with young patients and their families. All things considered, these findings suggest that experience-based methods, technology, and interdisciplinary collaboration hold great potential for enhancing coordination and communication within healthcare teams, which will eventually result in better service quality and happier patients.

DISCUSSION

Interdisciplinary collaboration in healthcare delivery has been heavily emphasized in numerous research, especially in efforts to improve patient satisfaction and care quality. One approach that has been shown effective in assisting healthcare workers in enhancing their interprofessional communication skills and emergency crisis coordination is simulation-based training. The Guérin Benz et al. study (2024) It has been demonstrated in Madagascar that obstetric training simulation helps medical staff understand their roles in the team, which leads to better coordination and more patient-centered care. However, for this training to be effective, there must be adequate access to medical resources and equipment, and frequent training sessions are needed to ensure that the outcomes are sustained.

To maximize interdisciplinary team collaboration, clinical leadership is essential in addition to simulation-based training. Studies conducted by Busari et al. (2020) demonstrates how effective clinical leadership may minimize bureaucratic obstacles, promote interdisciplinary coordination, and increase the effectiveness of healthcare services. Leadership development becomes a crucial tactic to foster a more cooperative workplace in healthcare systems with limited resources. Healthcare workers may collaborate in clinical decision-making and communicate more effectively when there is good leadership, which eventually leads to higher patient satisfaction.Moreover, raising healthcare providers' awareness of sepsis management also underscores the importance of collaboration in healthcare systems. The study by Gustad et al. (2024) in Norway shows that a quality improvement project on sepsis

management significantly impacted healthcare professionals' preparedness in handling patients with this condition. Interprofessional collaboration within the project expedited the response to patients and contributed to a reduction in sepsis-related mortality. However, the study also revealed challenges in communication between doctors and nurses, indicating the need for more effective strategies to bridge the gap in perspectives between professions. To support the effectiveness of multidisciplinary collaboration, online education has been implemented as a flexible training method for healthcare professionals.

The study by Rawlings et al. (2021) shown that the skills of healthcare workers in providing end-of-life care might be enhanced via online training courses. Although this training helps improve comprehension and communication skills, its efficacy is mostly dependent on the caliber of the materials and the participants' active engagement. To maximize training results, technological implementation issues and the constraints of face-to-face engagement with instructors must be resolved.

Clinical supervision has also been shown to be a successful strategy for improving healthcare professionals' communication abilities, in keeping with online education. The Gheisari et al. study (2024) showed that clinical supervision improved the quality of communication during patient handoffs and increased the self-efficacy of healthcare personnel in Iran. Better coordination and higher-quality patient care can result from nurses feeling more comfortable speaking with their peers under the right supervision. Support from hospital administration is essential in this situation to guarantee the successful implementation of clinical monitoring.

Involving families in patient care has been demonstrated to enhance patient and family well-being in addition to educating medical personnel. Rosenstrøm et al.'s study. (2022) in Denmark discovered that a family-centered approach to atrial fibrillation care improved the support that families gave and helped them better comprehend the patient's condition. Patients feel more supported when their families are involved, which eventually results in higher levels of satisfaction with the medical care they receive.

Additionally, through interdisciplinary case discussions and shadowing, interdisciplinary approaches have been used in healthcare education. Liu's study (2023) shown that medical students' self-efficacy in discharge planning might be raised by using this experiential learning approach. Students are better equipped to work in multidisciplinary teams once they become doctors by knowing the responsibilities that other healthcare practitioners play within the care system. This method demonstrates how experience-based learning not only improves comprehension but also equips medical practitioners to handle team dynamics in authentic clinical settings.

In addition, recollection training has become a cutting-edge method of enhancing the communication abilities of medical personnel, especially in the field of pediatrics. The Zareii et al. study. (2022) demonstrated how pediatric nurses' empathy and communication skills may be strengthened through memory, enabling them to engage with child patients and their families more successfully. This method highlights that good communication depends on the psychological and emotional components of interactions between patients, healthcare providers, and their families in addition to technical proficiency.

Based on the results of these diverse studies, it can be said that interprofessional communication, clinical leadership, continuing education, and experience-based methods all have a big impact on how well multidisciplinary collaboration works in healthcare. The collaboration abilities of healthcare workers have been successfully improved by a number of tactics, such as simulation-based training, online education, clinical supervision, family involvement, and experiential learning. However, obstacles still exist, such a lack of organizational support, disparities in professional viewpoints, and resource constraints, which

make it difficult to execute these techniques successfully. Thus, more investigation is required to determine the most effective means of removing these obstacles, enabling more effective interdisciplinary cooperation that can raise the standard of healthcare services and patient satisfaction.

By enhancing communication and coordination within medical teams, this study advances our understanding of interdisciplinary collaboration in healthcare systems. It has been demonstrated that a variety of training techniques, including multidisciplinary shadowing, online learning, clinical supervision, simulation, and recollection training, can improve the abilities and effectiveness of healthcare workers. Strengthening healthcare professional training programs, incorporating multidisciplinary approaches into medical and nursing education, and creating regulations that encourage cooperative training in hospitals are some of the ramifications of this research. The study also highlights the value of funding healthcare education and the necessity of more research to assess the long-term efficacy of various training approaches. Overall, the research's conclusions encourage the creation of technology-driven and experience-based training methods to improve patient safety and happiness as well as the quality of healthcare services.

IMPLICATION AND LIMITATIONS
Implications
With an emphasis on enhancing coordination and communication among medical teams, this study advances knowledge of interdisciplinary collaboration in healthcare. It emphasizes how training techniques like multidisciplinary shadowing, online learning, clinical supervision, simulation, and recollection training can improve the abilities and efficacy of healthcare workers. The study highlights the need for supportive hospital policies, interdisciplinary approaches in education, and improved training programs. In order to increase healthcare quality, patient safety, and satisfaction, it also emphasizes the significance of funding healthcare education and carrying out additional research to assess the long-term efficacy of training programs.

Limitations
The limitations of this study, such as its reliance on self-reports, short-term evaluations, and methodological variances, may compromise the validity of the results. The results' generalizability is further constrained by the particular clinical context and the disregard for social and cultural variables. Longitudinal studies, multicenter approaches, and objective assessment techniques like direct observation should be the main areas of future research. Investigating the application of AI and VR technologies may also increase the efficacy of training. For more adaptable and effective multidisciplinary collaborative training, future research should also take social and cultural aspects into account and incorporate hybrid approaches.

CONCLUSION
This study highlights various training strategies that have proven effective in enhancing multidisciplinary collaboration and healthcare professionals' communication skills. Methods such as simulation-based training, clinical supervision, online education, interdisciplinary shadowing, and reminiscence training have been shown to improve team coordination, accelerate clinical response, and increase patient and family satisfaction. However, some limitations remain, including short-term evaluations, methodological variations across studies, and limitations in generalizing results. Therefore, a more comprehensive and sustained approach is needed in designing training models that can be applied across diverse healthcare settings.

SUGGESTIONS
Based on the study's findings, several recommendations are made for future implementation and research. Healthcare institutions should integrate experience-based training, including

simulation, shadowing, and clinical supervision, to improve communication and teamwork. Longitudinal studies are needed to assess long-term skill retention and its impact on patient safety. The use of technology, such as online modules, AI, and VR, should be further explored to enhance training effectiveness. Additionally, hybrid training models combining online and in-person approaches can increase flexibility. Finally, future research should examine the influence of social and cultural factors on the effectiveness of communication and teamwork training.

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DECLARATION OF INTEREST

Regarding the publishing of this work, the authors affirm that they have no conflicts of interest. No financial, personal, or professional conflicts of interest affected the outcomes or data interpretation, and all research and conclusions reported in this study were carried out with integrity.

AUTHOR CONTRIBUTION

All authors have sufficiently contributed to all research stages. Furthermore, the authors have more opportunities to discuss the entire research process with the research team and assistants. As a result, this study has obtained more diverse considerations to produce research data that is more valid and concrete.

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