



Connecting people, ideas, and solutions through collaboration and creativity

COLLABORATION ACROSS EU COUNTRIES FOR HEALTH WORKFORCE PLANNING

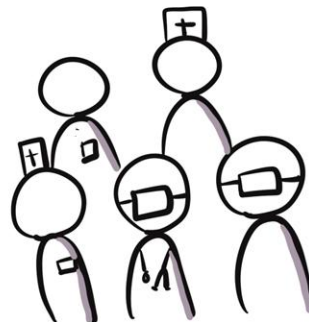
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NIVEL - NETHERLANDS INSTITUTE FOR HEALTH SERVICES RESEARCH

#EHMA2025



CHALLENGE



NOT ENOUGH HEALTH-
CARE PROFESSIONALS



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Taking action to
improve health for all

EUROPEAN COMMISSION



+

18 EU COUNTRIES



HEROES 

Improving countries' Health
Workforce Planning: Data, Tools
and Skills



COME TOGETHER TO LEARN
EXCHANGE AND
COLLABORATE .

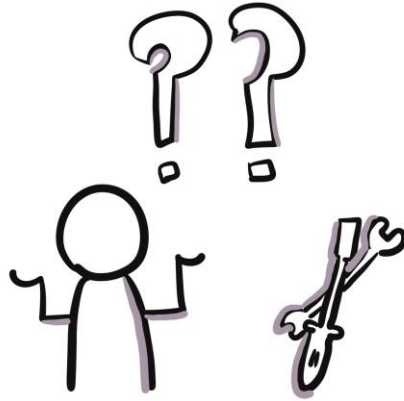


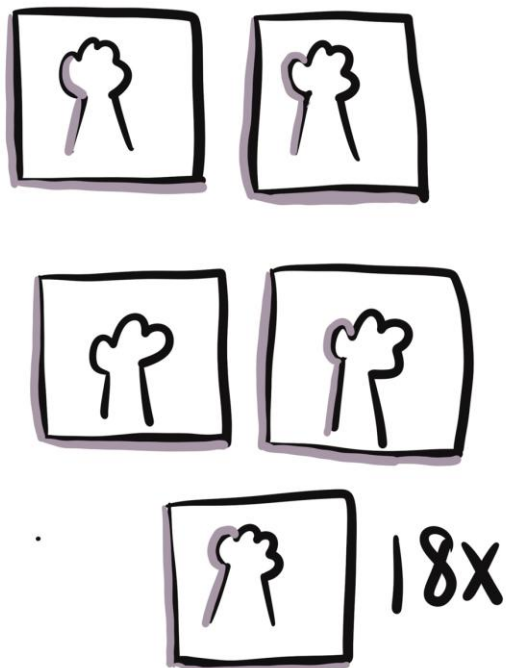
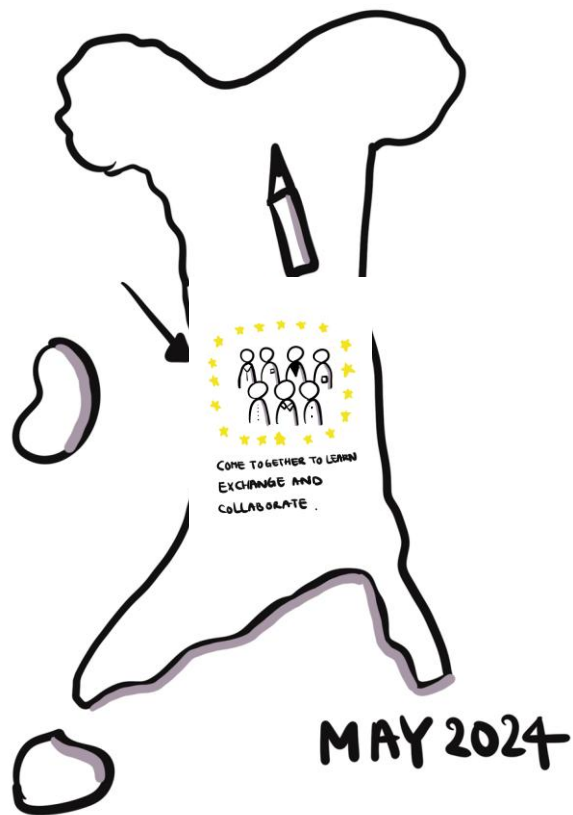


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WHAT TOOL

Taking action to
improve health for all



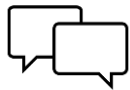


SURVEY 



Objective of the study

To what extent creative visual tools was useful for:



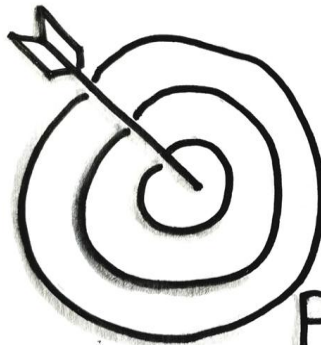
1) **communication** and
knowledge exchange between
countries



3) **Creative thinking** and **innovative approaches**



to problem-solving towards the common goal



PURPOSE



2) **collaborative learning** in
the context of **collaborative networks**
(professionals from different countries
with different backgrounds working towards the common goal of HEROES)

Methods

- 2 phases mixed methods study – exploratory
- Based on implementation framework from Blanchard et al. 2017

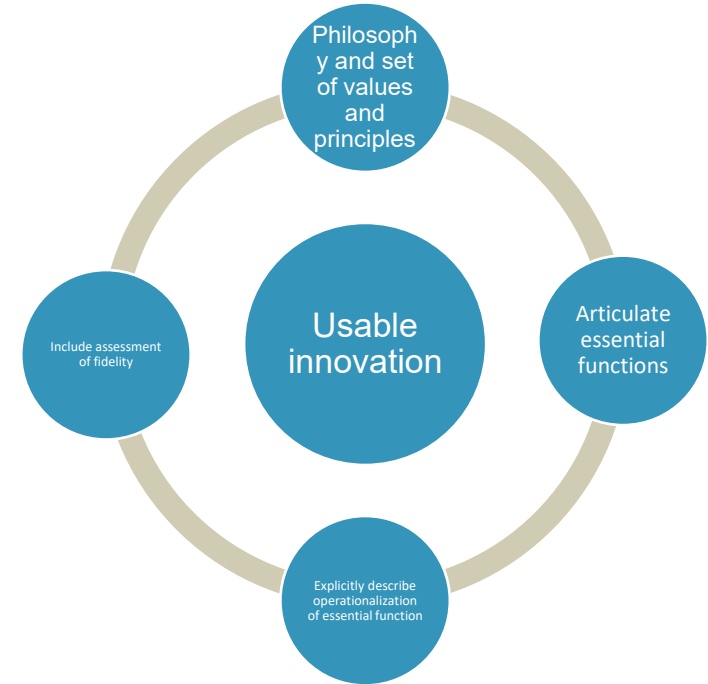
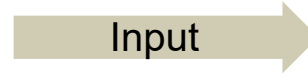


Theoretical Framework

Acceptability

Appropriateness

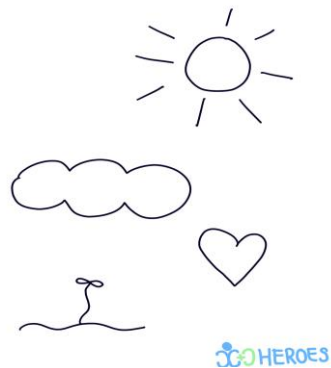
- Outcome implementation survey



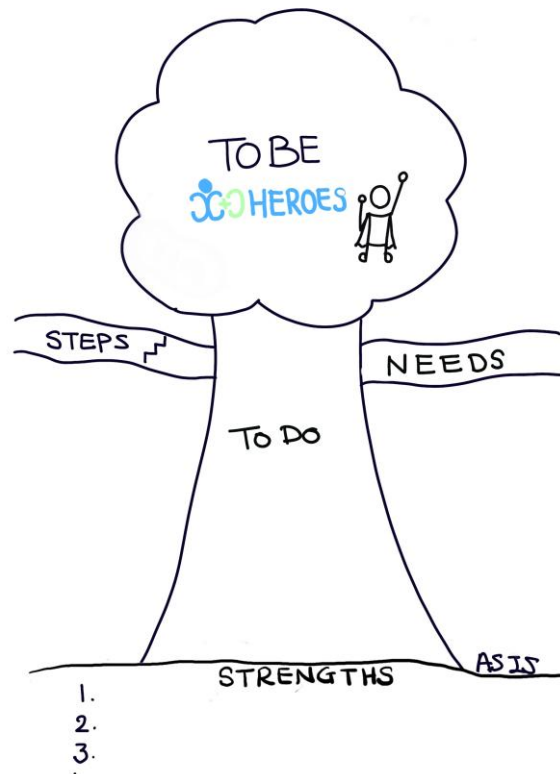
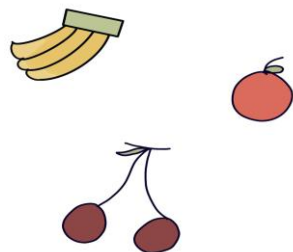
Blanchard et al., 2017



OPPORTUNITIES



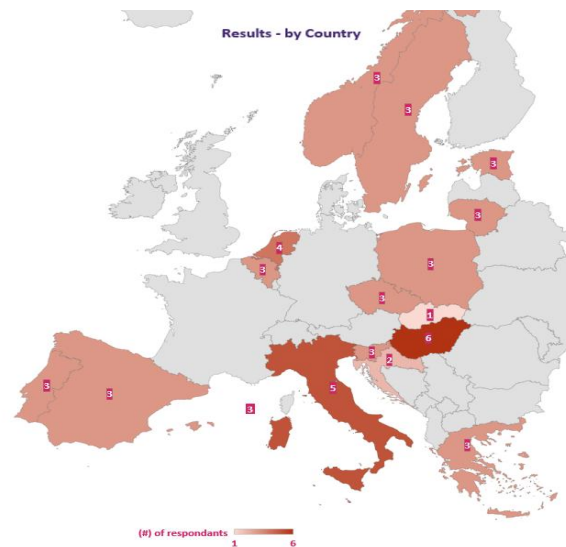
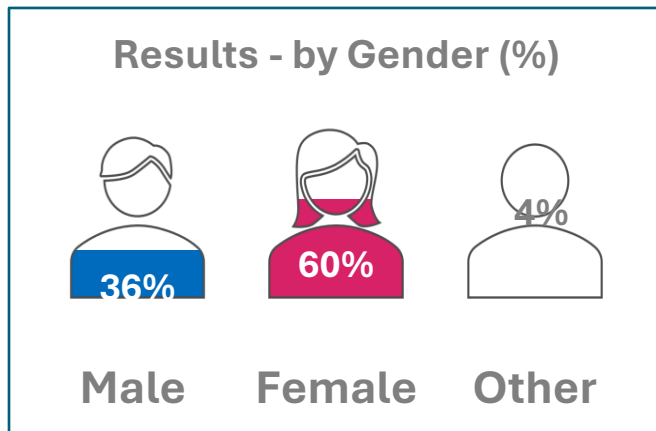
FRUITS



RISKS

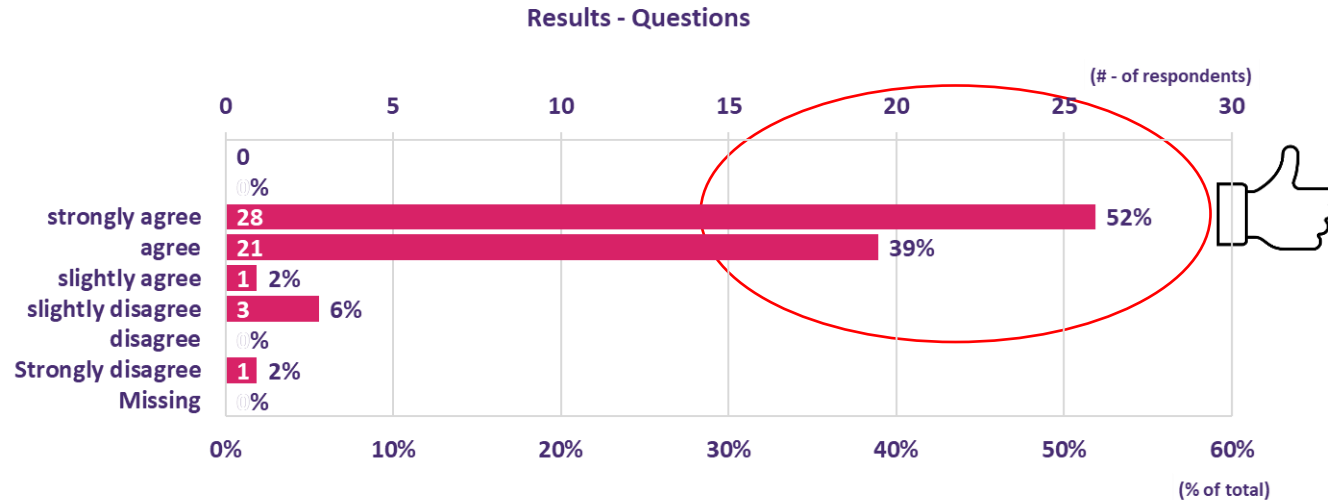


Preliminary results-characteristics



- n=55 participants
- 22 different languages were indicated as native
- Out of the 55 participants, one indicated English as their native language.

Visual exercises are a good way to optimize collaboration and knowledge exchange between countries



Preliminary results

Effects of visual tools



**Improves
cognitive
thinking**



**Enhancing
Collaboration**



**Needs visual
exercises**



**Improves
Communication**



**Supports strategic
planning, content
and structure of the
project**



**Preference for
formal structure**

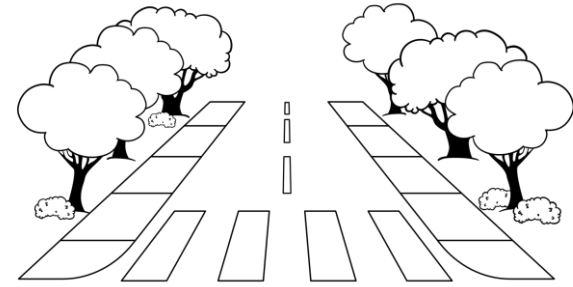
Conclusion phase 1



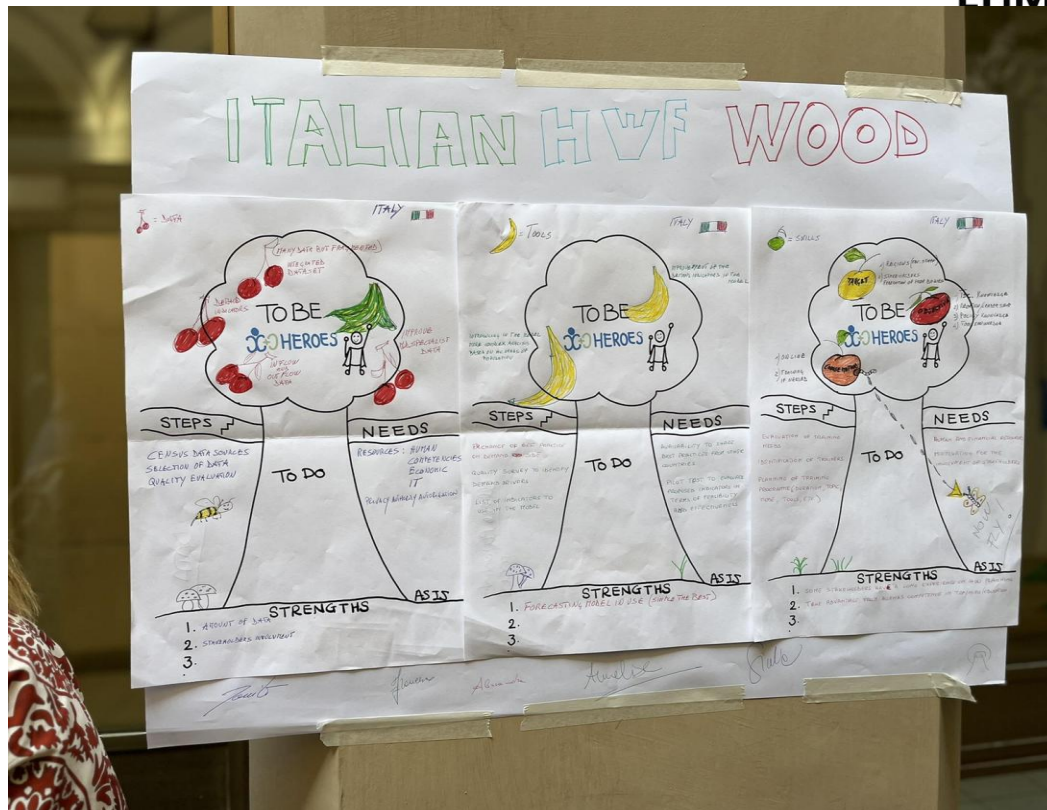
Next phase 1

Input interview

- Improvement points
- What else is needed to stimulate collaboration and creative thinking ?
- Barriers & facilitators
- Compatability in a broader context?











THANK YOU

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