# Once upon a time it was a ward up in the cold north...

Methods of change

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Best way to take of a new born baby The wellbeing of the whole family, bonding

The satisfaction from staff being able to support the family

Ease pain and protect the baby

Parents being able to support their baby Hindering



New routines, troublesome .. 1

Badly paid work and the rewarding tasks gone

Fear that the mother and father would not have enough sleep

Loosing control & status





To be able to take a new role as "coach" instead of caregiver

To be "held" in order to transform new working methods

When my needs are seen, I can see the needs of the babies and their families

Talk about the context - take a way guilt

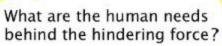


No way back

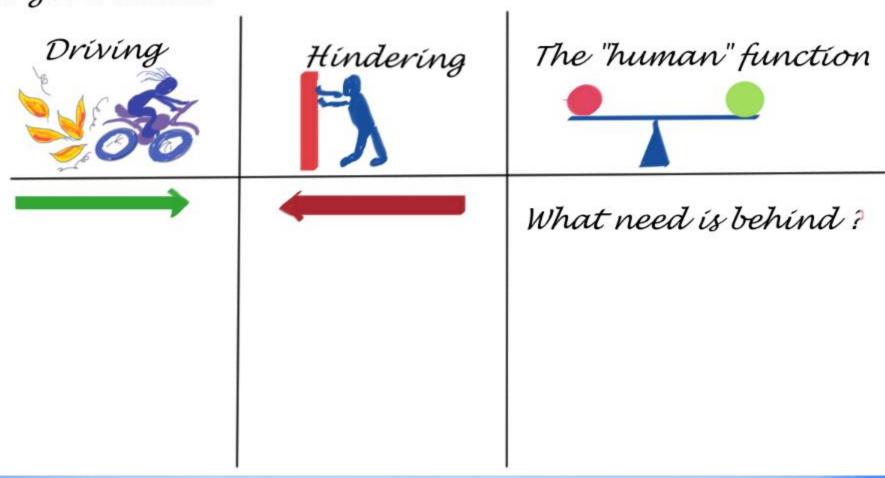
There is not such a thing a resistance only needs and funktions

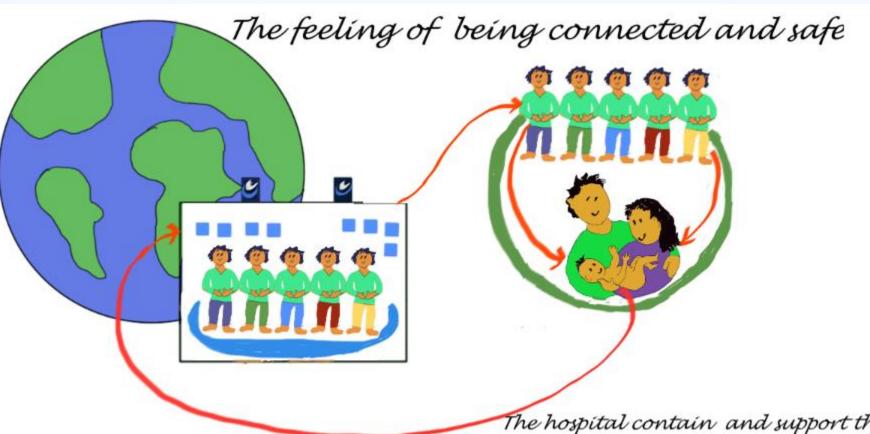






Your goal: .....





The hospital contain and support the staff, the staff contain and support the parents, the parents contain and support the child

We did our best







## When safe, secure and connected we can

- begin to explore without being afraid
- learn from each others mistakes and share them
- try out new methods
- work on the boundaries without taking any risks
- contain / hold differences in the working group
- take more responsibility
- more easily work for the overall purpose

### What is the need behind?

- Sorrow loosing prestige & liked task
- Lower self eestime
- Fear, shame & guilt
- Psychological defence mechanisms
- Care for parents sleep
- Competion
- More troublesome

- In order to make room for the driving forces.
- How can we offer support in order to take care for those needs?

### Kurt Lewin (1890- 1947)

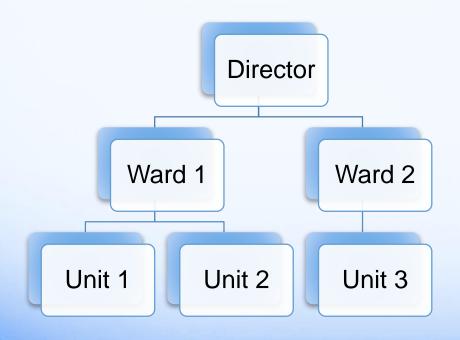


- American German psychologist
- Father of social psychology
- One of the first to Study group dynamics and organizational development
- Inventor of The force field analysis

### What is an organization?

Structure and plan

What is happening in between all the working relationships





### Why is it so hard?

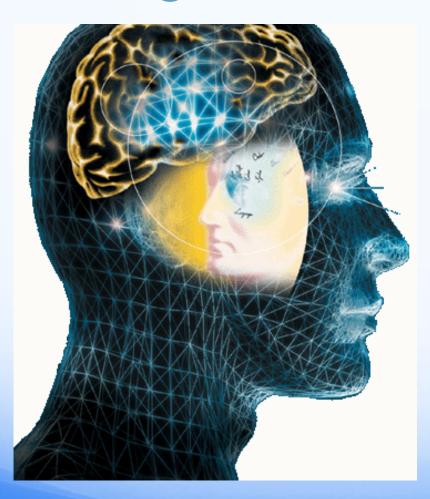
#### Planed & Structured

- Documents
- Maps
- Chain of command
- Rules

#### What happened

- The system develops its own path
- The relationships forms a patterns which becomes so strong in order to retain the balance

### "Organization-In-The-Mind"



 Your inner picture of the organization

### The psychology of change

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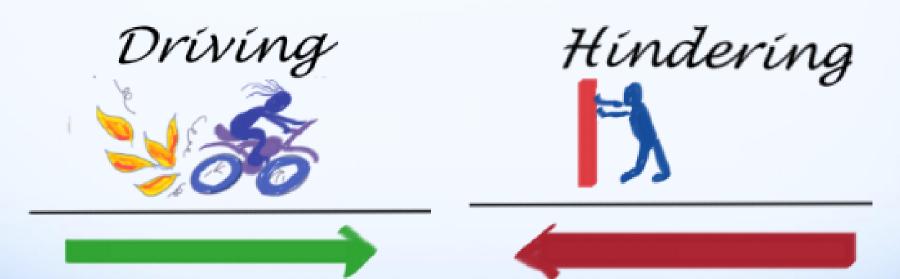
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### Goal to implement KMC



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- Childrens and their parents wellbeing
- Strong emotional conviction
- New roles (coaches)
- Healthy children
- No way back
- Interest from other wards all over

- Sorrow loosing prestige & liked task
- Lower self eestime
- Fear, shame & guilt
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- Care for parents sleep
- Competition
- More troublesome