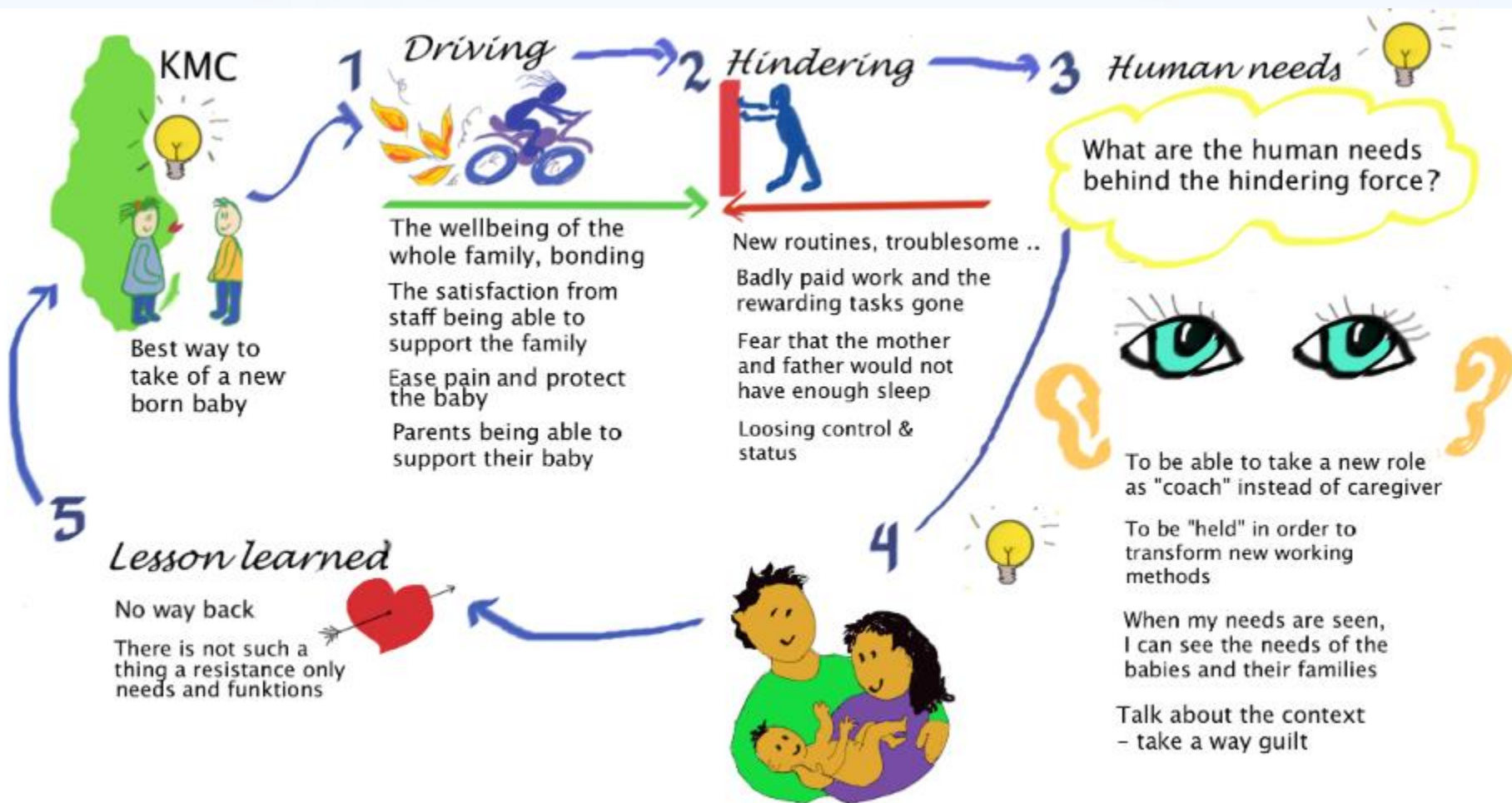


Once upon a time it was a
ward up in the cold north...

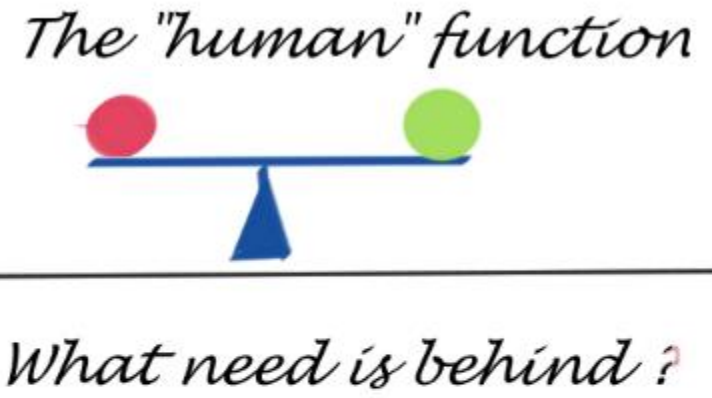
Methods of change

Marika Brandt Brune

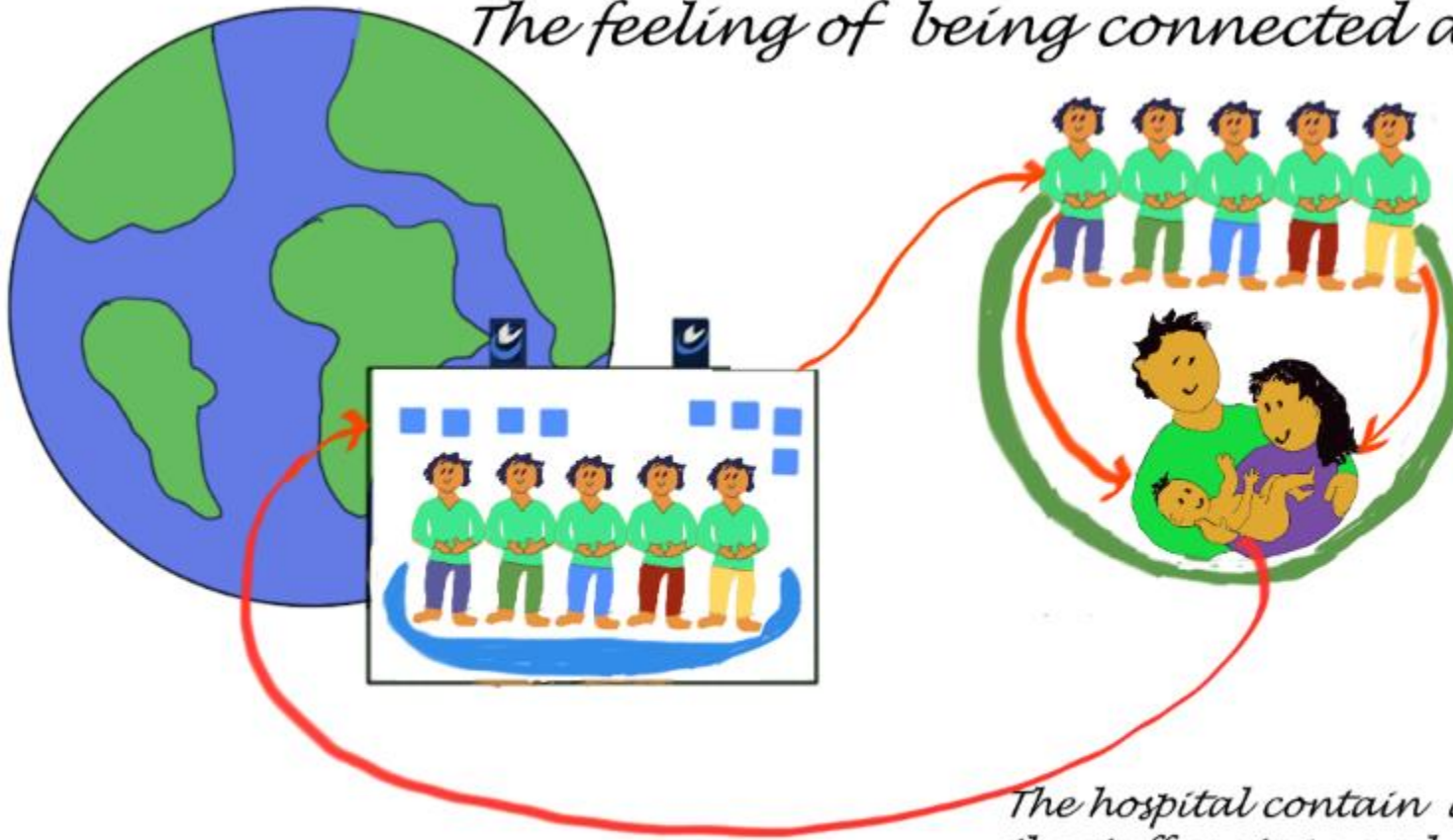
Psychologist, psychoterapist, group and organizational analyst, specialist in organizational psychology



Your goal:



The feeling of being connected and safe



*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



The context have changed



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
- Competition
- 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)

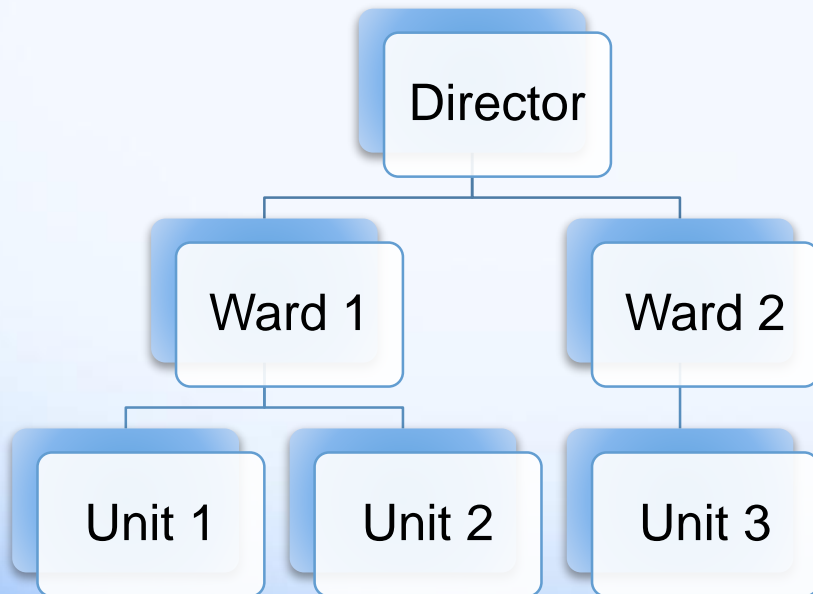


- American – German psychologist
- Father of social psychology
- One of the first to Study group dynamics and organizational development
- Inventor of The force field analysis

What is an organization ?

Structure and plan

What is happening in between all the working relationships



Why is it so hard ?

Planned & 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

Why is it so hard ?

Planned & Structured

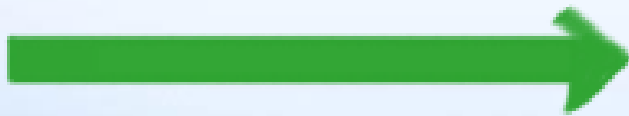
- Documents
- Maps
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What happened

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

Goal to implement KMC

Driving



Hindering



Goal to implement KMC

- 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
- Psychological defence mechanisms
- Care for parents sleep
- Competition
- More troublesome