

# Mental Health Centre for children

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AMAZONES PROTECTORS

Group 4

BMSW4002\_ETW



# THE TEAM

- Manal El Mouden Karemes (2010778):Benefits of teamwork
- Shakera la Toya Rowe(2011492):Stages of Team Development.
- Maria Cristina Ilie(2008191):Team roles
- Lilliana Turbatu (1919066):Managing Conflicts
- Alexandra Ioana Grigaciu (2008178)  
(Team Leader):Introduction ,Successful team development and Conclusion.





# Introduction

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The origin of the name Amazones is coming from the greek mythology and is reffered to the female warriors of greek mythology. Amazones is an organisation that provides Mental Health care for Children that suffer from mental disorders, we are inspired individuals that came together after the pandemic, aiming to help the ones that really need it especially in this critical time that everything seems so depressing and the future is really difficult to be predicted.

- Mental health Illness is a matter that needs a lot of physical and mental power to battle against it.
- Children fighting are warriors.



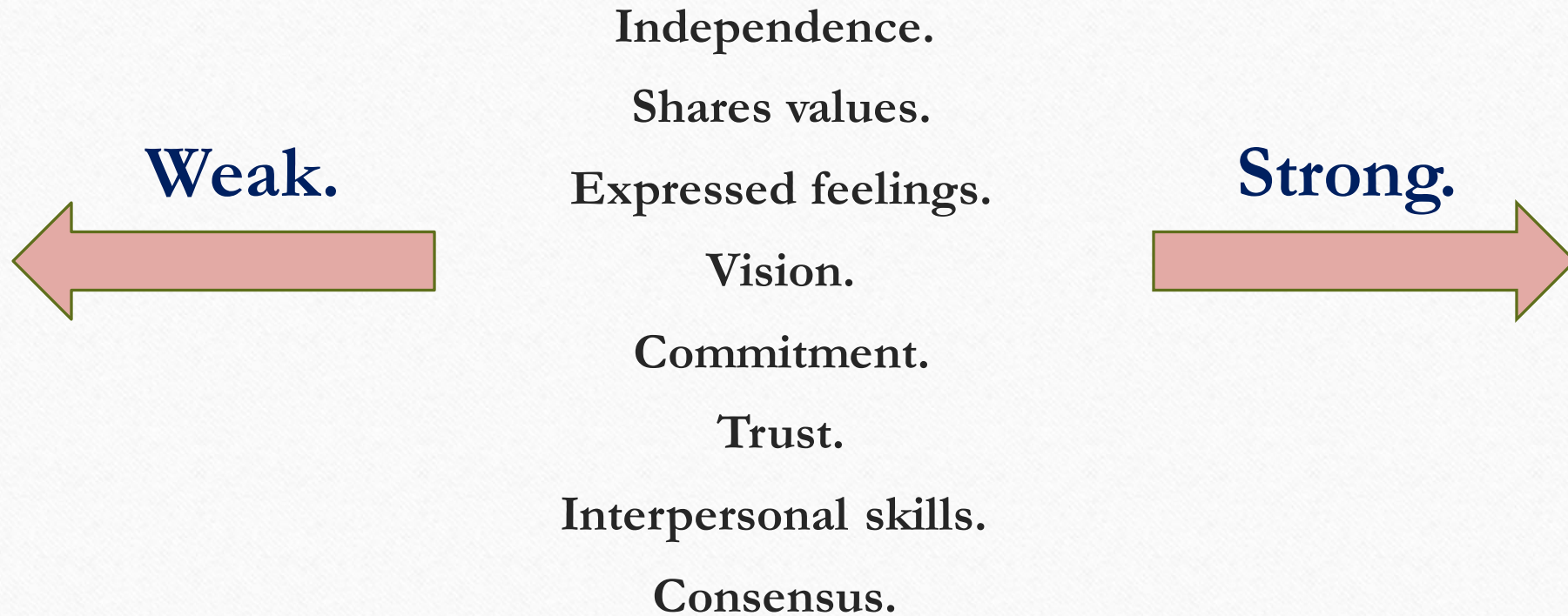
# Teamwork

- Working as a team means when working with a group of people to achieve a mutual goal in a successful and logical way. It includes:
  - feedback with the team members.
  - Checking things together.
  - Solve conflicts.
  - Good discipline.





# Group Vs Team





# Benefits of Teamwork

- When working in a Health Care sector it is very important and beneficial to work as a team, as a team we can give our best together and the care will be more efficient for the patients. Some benefits of teamwork are:



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- ❖ **Improved quality of care:** Working together provides a better quality of care.
  - ❖ **Improved patient safety:** safer environment and patient more active.
  - ❖ **Stress Reduction:** Short shifts as the work will be distributed.
  - ❖ **Increased job satisfaction:** workers will be happier and satisfies with their professional life. They will also be more confident working together.

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- **Effective time management:** beneficial for the patients and their recovery, more attention and care.
- **New skills:** learning new skills, more knowledge about other sectors, and improvement in our professional life.



# Tuckman,s Theory

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- Stages Of Team Development

# Forming

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- Forming is when groups comes together and start share different to relate and split common skills and ideas.

# Storming

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- Storming is where groups relationships and values are contest and negotiated including leaderships and control.

# Norming

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- Norming is where groups role norm and every groups members individual expectation being and confirm.

# Performing

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- Performing is groups are comfortable and established.

# Adjourning

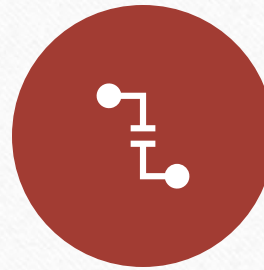
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ADJOURNING IS THE  
POSITIVE FEELING WHEN  
THE TASK IS COMPLETE AND  
THE GROUPS GET GOOD  
RESULTS.



FRIENDSHIPS



SEPARATION



HAPPY

# Team roles

## Belbin theoretical model



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- Belbin is a British researcher who studied the concept of teams. Following his research he produced a theory related to team roles which became very famous.
  - In his book “Management Teams” he debated the results of his study and proposed a theory of eight team roles (later he added another one) which stated that in order to have an effective team it should have different roles separated from the designated work or project.
  - Belbin (1996) defined the team role as the “ tendency to behave, contribute and interrelate with others in a particular way”.

# Belbin's 9 team roles

- Shaper: Strengths: they seek to challenge the team to improve and surpass obstacles
- Weaknesses: might create frictions in the team as it has a tendency to upset
- Implementer: Strengths: their focus is the execution of the ideas
- Weaknesses: might be inflexible and find difficult to change course of action
- Completer- Finisher: Strengths: they take responsibility to ensure timely completion of the designated work
- Weaknesses: perfection oriented they tend to do everything by themselves instead of delegating





# Belbin's 9 team roles

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Team worker: Strengths: they promote cooperation and team spirit

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Weaknesses: they might avoid confrontation which could be necessary at times

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Plant: Strengths: their creativity provides new ideas and approaches to solve problems

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Weaknesses: They might fail to communicate effectively at times

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Resource Investigator: Strengths: their preoccupation is to explore the resources and opportunities

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Weaknesses: Might show high levels of optimism for the project at times and being bored later



# Belbin's 9 team roles

- Coordinator: Strengths: they lead the team, acting as a chairperson
- Weaknesses: might off-load work to other member or manipulate
- Monitor evaluator: Strengths: they ensure the analysis of the options and solutions
- Weaknesses: Might be considered too critically and not inspiring
- Specialist: Strengths: they provide specialization knowledge and skills
- Weaknesses: Might dwell on details related to their knowledge (Wounds, 2020).



# Evaluation off Team Roles

- These descriptions of the team roles are individuals with varying skill sets as well as weaknesses important to emphasize that no member is more important than other. The skills should be blended to achieve the objectives.
- The people working at Amazones Protectors have the roles of team worker and implementor mostly, because cooperation and getting things done provide successful care.
- The plant would provide new ideas and taking into account the current pandemic will make sure the care is continuous and will find solutions towards it. Also specialist role that would be most needed in such times providing knowledge in therapy, counselling, psychology. Resource investigator could generate contacts for the team to help reaching the objectives.
- Coordinators would be leading the team whilst monitor evaluators would assess the options.

# MANAGING CONFLICTS

What is conflict?

- Conflict is a natural process in any normal human interaction and has nothing unusual about it. It normally occurs at workplace and requires resolution to make the situation normal. It needs certain strategies and skills to be effectively handled (Hicks, 2021).



## SOURCES OF CONFLICT

- Conflict is a natural process in any normal human interaction and has nothing unusual about it. It normally occurs at workplace and requires resolution to make the situation normal. It needs certain strategies and skills to be effectively handled (Hicks, 2021).
- Essential Sources of Conflicts
  - Differing point of views on priority objectives
  - Differing point of views in method used
  - Differing perceptions or value systems
  - Lack of communication or miscommunication
  - Competition for insufficient resources



## Conflict theory (Thomas Kilmann)

- This Conflict model is an assessment tool that facilitates learning about how the handling of conflict mode impacts individual, group, and organizational dynamics. It emphasizes on neutral, non-judgmental intent of the assessor about the parties involved (Take the Thomas-Kilmann Instrument | Improve How You Resolve Conflict, 2021).

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# How to resolve conflict

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- There are seven steps to resolve conflicts completely:
  1. Identifying the issue
  2. Understanding the common interests
  3. Listing possible solutions
  4. Evaluating those solutionsSelecting favorable options
  5. Documenting the agreement
  6. Accepting the associated contingencies, inspection, and assessment (What is Conflict and What Does it Look Like in the Workplace?, 2021)



# Successful Team Development

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Amazones Protectors is an organization which helps a lot of young people fight against mental health disorders such as:

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Depression treatment

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OCD treatment

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Eating disorders

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Anxiety treatment

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Bipolar disorder treatment

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Psychosis treatment



# Successful Team Development continued





# Achieve a Successful Team Development

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Support the team in order to achieve the same goal



Create a feeling of trust to the other colleagues.



Proper Team Support ,always encourage the team member in every step of the work.



Don't forget that Leadership is the key when it comes to effective Team Development if we want to create a better environment for the others in need.



Future is not guaranteed to nobody so lets try to make the Earth a better place providing the best care for the people who need us.



# Build a Successful Team Development

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Every Successful Team must have:

2

Clear company vision

3

Believe that team work makes the dream work

4

Be open to learn new things continuously

5

Experiment regularly

6

Embrace diversity



# Successful Team Development targets

Around 75% of all mental health problems in the UK are established before the age of 24, proving mental health in adolescence is a vital wellbeing topic to ensure a healthy and happy life.

Children are just as susceptible to mental illness as older people from any age range, and mental illness of any form should be identified and treated at the earliest point possible.

Our organisation have created a big vision for the little humans among us, needing our care and empathy. This is the only way out of a reality that is not as pleasant as it should be and a world that is getting worse day by day.



# Conclusion

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All in all ,in an organisation with vision we need to be aware of all the factors that might come across on our way through our cooperation journey. Taking care of our goal which is to provide excellent, first class care, is a priority and needs to be understood by all members of the team. We remain united even in the worst days just to make a little bit of difference to the precious life of the human beings that need it the most.

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