

Careline HomeCare

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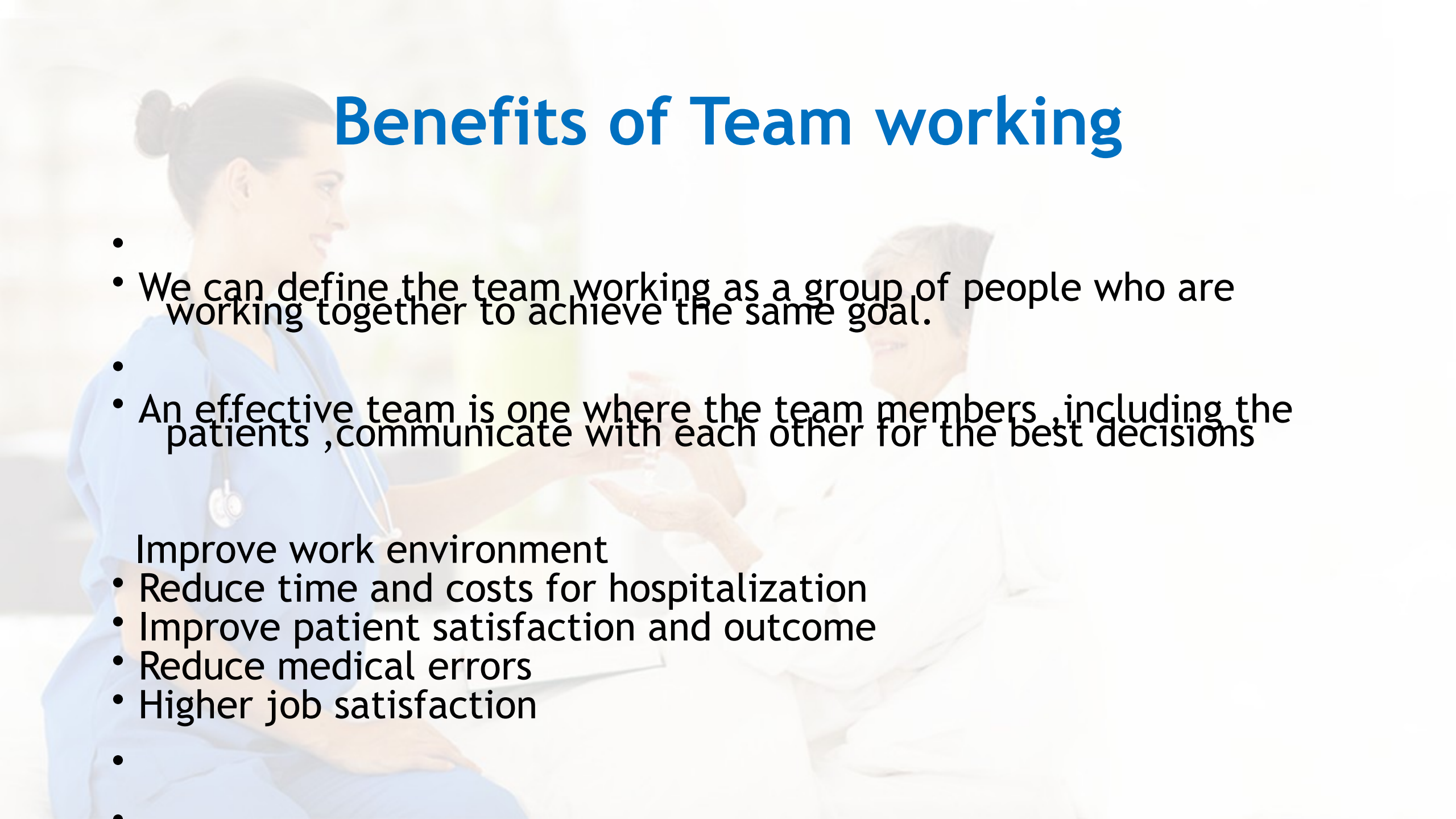


- Benefits of team working
- Stages of team development
- Team roles
- Managing conflict
- Successful team development

Team working in carehome



- A good team building practise is to bring together staff, communicate these opportunities to patients, families and the care home.
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- One of the first steps to successfully having a team work together is for members to learn about the strengths of being in a squad, team.
- Including everyone in practise, team meetings, creating thoughts and looking for ways to improve progress is not only good for morale and employee engagement, but also good for business.
- Under the supervision and direction of qualified nursing staff, health care assistants undertake a broad range of tasks to care for, promote and provide information to patients and their families.



Benefits of Team working

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- We can define the team working as a group of people who are working together to achieve the same goal.
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- An effective team is one where the team members ,including the patients ,communicate with each other for the best decisions

Improve work environment

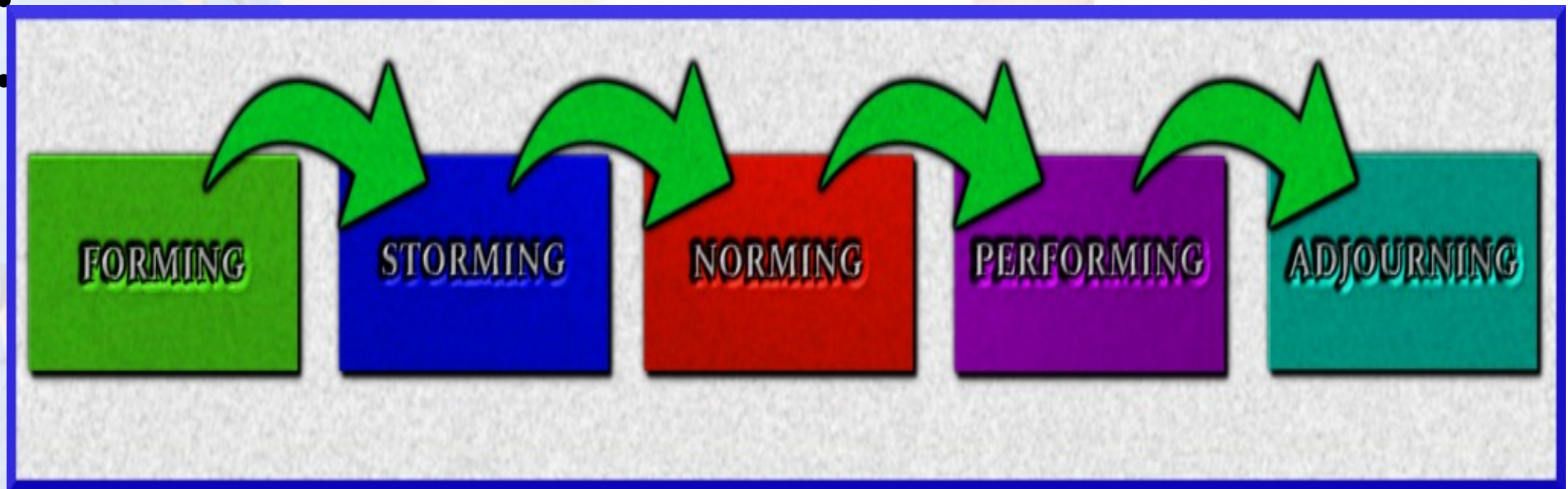
- Reduce time and costs for hospitalization
- Improve patient satisfaction and outcome
- Reduce medical errors
- Higher job satisfaction

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STAGES OF TEAM DEVELOPMENT

- Forming, Storming, Norming, Performing and Adjourning by Bruce Tuckman's model



STAGES OF TEAM DEVELOPMENT

- In 1965 Doctor Bruce Tuckman published,, Developmental Sequence in Small Groups”
- It was about interpersonal relationship of the group members
- Tuckman’s original model was comprised in 4 stages ,the 5th one was added in 1977
- Forming the initial development of the group
- Set up new ,official or unofficial, ground rules
- ,,Honeymoon stage”
- Storming is the stage when the members become less friendly
- Conflicts may arise
- If the group resist they start to develop
- Norming is the phase when the group start to work as an unity
- The group members start to feel comfortable one with the others
- They figure out how to work together
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STAGES OF TEAM DEVELOPMENT

- Performing is the phase where conflicts should still exist but should be healthier and productive
- The productivity is increased
- Friendship are being formed
- The team roles are more fluid
- The group work as a single unit
- Adjourning is the final stage
- Closing phase
- Wrapping things up
- Members are being recognized for the contribution to the group
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TEAM ROLES

- Developed by Meredith Belbin in 1981, following nine years of study and has become one of the most accessible and widely used tools to support team building. The team roles were designed to define and predict potential success of management teams, recognising that the strongest teams have a diversity of characters and personality types.
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- Belbin describes a team role as "a tendency to behave, contribute and interrelate with others in a particular way."
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- Teamwork is crucial to delivering reliable, high-quality care to residents in a care home environment.
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- All care home workers rely on each other to successfully do their jobs; the more a team works together the better results they achieve.

TEAM ROLES



TEAM ROLES

Action Oriented Roles	Shaper	Challenges the team to improve.
	Implementer	Puts ideas into action.
	Completer Finisher	Ensures thorough, timely completion.
People Oriented Roles	Coordinator	Acts as a chairperson.
	Team Worker	Encourages cooperation.
	Resource Investigator	Explores outside opportunities.
Thought Oriented Roles	Plant	Presents new ideas and approaches.
	Monitor-Evaluator	Analyzes the options.
	Specialist	Provides specialized skills.

TEAM ROLES

- - **3 action oriented roles** - Shaper, Implementer and Completer Finisher
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 - **3 people oriented roles** - Co-ordinator, Teamworker and Resource Investigator
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 - **3 cerebral roles** - Plant, Monitor Evaluator and Specialist.
- The 9 team roles are summarised in the table below.

MANAGING CONFLICTS

- What is a conflict in a team ?
- A conflict is a fight between people which may be physical or between conflict ideas.
- Common causes of team conflict.
- Managing conflict strategies.
- Resolving conflict constructively and respectfully.

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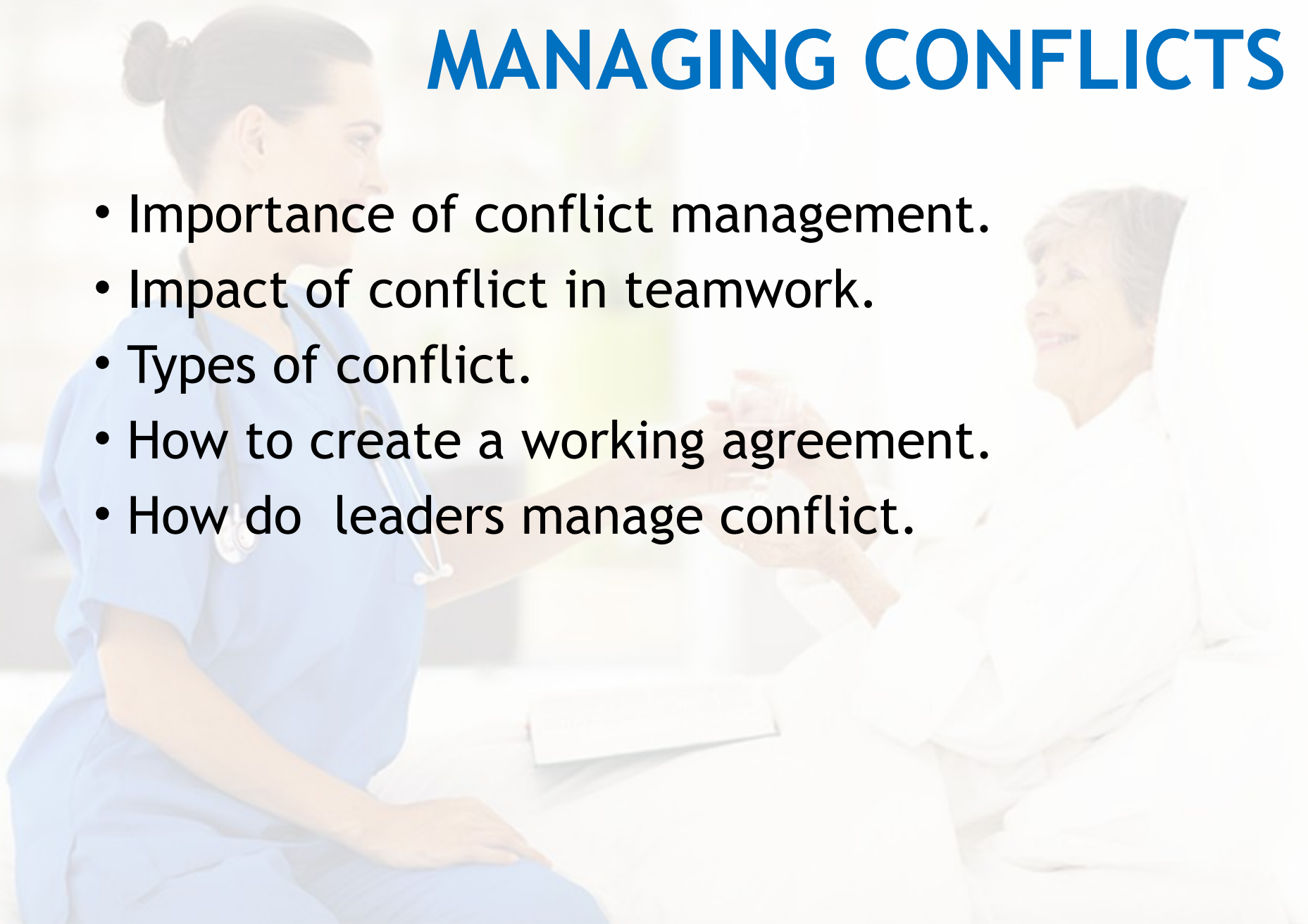
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MANAGING CONFLICTS

- Importance of conflict management.
- Impact of conflict in teamwork.
- Types of conflict.
- How to create a working agreement.
- How do leaders manage conflict.



Successful Team Development

A team is a group of individuals working together to achieve a goal.

The five stages to a team development in health and social care are:

- Forming
- Storming
- Norming
- Performing
- Adjourning
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Successful Team Development

A team leader are characterizing a team.

A team leader make thinks to happen.

Leadership is about vision and are very important in all the organization and the same is in Health and social care.

For a team to be successful is necessary like all members to want that team to be the best.

Successful Team Development

Steps for a successful development team:

- Establish leadership
- Establish relationship with all the members of the team
- Foster team worker
- Clear goals
- Talents members
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Tips for a successful team development:

- Good communication
- Good energy
- Patient
- Hard workers
- Good mental health
- Always try to do the best .

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