

## THE POWER OF TRANSFORMATION AND THE LEADERSHIP SUPPORTING IT - INCLUDING MENTAL HEALTH PERSPECTIVE

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World in which we live in, has been changing so unpredictably in the recent years that has become more than ever volatile, uncertain, complex and ambiguous (VUCA) world. Especially in this post Covid-19 era in which extreme change has becomes our constant, economies around the world are suffering and today's organizations and institutions are broken. We can agree that our current approach is not working. Leadership in general and leaders of global mental health institutions in particular are failing on their goals and we have desperate need for better leaders and leadership strategies in the future. In this article, authors are going to take a dive on the leadership perspective, transformation of organizations and institutions and try to narrow the gap and support leaders to become the best version of themselves. We are going to present our perspective on what is the future bringing us in terms of leadership and leaders, as well as what would be the desired team dynamic within organizations or institutions.

**Key words:** VUCA world - change - transformation - leaders and leadership

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## FACT TEAMS: ARE THEY APPLICABLE IN CENTRAL EU COUNTRY

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Slovenia has entered the implementation phase of the mental health reform accepted in 2018. First evaluation results are to be presented in service number, users number, needs evaluation and education for community care. The main obstacles to implementation are to be presented and possible solutions discussed with congress participants.

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## IMPLEMENTATION OF UNA (UKRAINE-NORWAY-ARMENIA) PARTNERSHIP IDEAS IN UKRAINE

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**Objectives:** To analyze the collaborative initiative between the Norwegian University of Science and Technology, the Institute of Psychiatry of the Taras Shevchenko National University of Kyiv (Ukraine) and Yerevan State Medical University in Armenia dividing all the results into 3 groups: Scientific, Educational and Informational, for the future perspectives and plans of the Mental health in Ukraine.

**Methods:** Joint carrying out various activities: Research Courses for Early Career Mental Health Specialists and Students; Collection of statistical information and comparison between countries; Collection of information on the financing of mental health services in different countries and comparisons between countries; Writing articles and publishing them; Participation in international conferences; Preparation of an international symposium.

**Results:** 3 research courses were conducted for early mental health professionals and students. These courses were aimed at providing high-quality intensive training in the relevant research elements, including: developing a research project, launching it in a clinical environment, research methods,

including the most important principles of statistics, writing scientific papers and presenting scientific papers. Altogether, there were eighty participants on the courses from Ukraine, Georgia, Armenia, Norway, Kazakhstan, Japan, Kyrgyzstan and Sweden. During the project, several meetings were held (in Trondheim, Warsaw and Kyiv), studying and comparing mental health data of Ukraine, Norway, Armenia and Georgia. Each year (2017, 2018, and 2019), information about the collaboration was published in the WPA, Child and Adolescent Psychiatry Section's Official Journal. The implementation of the educational ideas of the UNA Partnership in Ukraine took place in changing mental health and psychiatry pre-service curriculum in Kiev Medical University, Donetsk National Medical University and Shupyk National Medical Academy of Postgraduate Education.

**Conclusion:** It is anticipated that this cooperation would serve as a rationale for the coming reorientation of state mental health care system.

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## PUBLIC PERCEPTION OF THE JUDICIARY FROM THE PERSPECTIVE OF PUBLIC AND GLOBAL MENTAL HEALTH

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According to the European Commission's 2020 Rule of Law Report, in regard to Croatia, the level of perceived judicial independence remains among the lowest in the European Union. The author analyses the causes of such a perception of the Croatian judicial system, especially the length of criminal proceedings in high profile cases, and tries to evaluate it by comparing available statistical information concerning the judiciary in Croatia with that of other EU countries. The author also takes into account and describes the effect which contemporary issues like news coverage by increasingly partisan media have on public perception of the Croatian judicial system, and polarization of public opinion on key social and legal matters.

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## USE OF COERCIVE MEASURES IN PSYCHIATRY - THE EXPERIENCE OF NURSES AND TECHNICIANS

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**Background:** The use of coercive measures is the result of a variety of factors that include understanding aggressive behaviour, educating staff to perform de-escalation and risk assessment, the number of staff, organization of treatment, and staff's attitudes. In order for medical staff to apply an individual approach to each person who demonstrates aggressive behaviour, it is necessary to analyze all the factors that influence the use of coercive measures. The aim of this study was to investigate how coercive measures are applied in psychiatric institutions in the Republic of Croatia so that guidelines for reducing coercive measures could be suggested.

**Subjects and methods:** A multicenter study was conducted during February and March 2016 at 16 Croatian Psychiatric Clinics, Hospitals and Departments. In the study were involved 238 subjects. A questionnaire was created for the purpose of the survey and was contained five units: sociodemographic data, work organization and department structure, education, use of coercive measures, and documentation.

**Results:** The results indicate weaknesses related to the number and education of staff, space planning and indications for the use of coercive measures, which can result in violations of the rights of persons with mental disorders and increased risk of injury to both patients and staff. Significant results show that more than 58% of examinee were injured in the use of coercive measures, 78% of examinee believes that spatial conditions do not meet or partially meet safety standards, 69% of examinee did not participate in