

BECOMING AN EFFECTIVE SUPERVISOR I

Supervision is an opportunity to learn from doing to 'become students of our own experience' and use work itself as a teacher. Supervision in this training is seen as 'reflective and developmental', not just a way of being accountable and monitored. Reflective practice will be seen as the focus of supervision where supervisors become facilitators of reflection.

This training will assist those who are supervisors or soon to become supervisors, to define supervision and help them set up, maintain and use a supervisory agreement effectively with one or more supervisees. While concentrating on individual supervision, it will provide insights into group and team supervision and will be helpful for supervisors from a number of professional backgrounds: psychology, social work, psychotherapy, counselling, health and community agencies.

The two days will use a variety of learning interventions: input from the trainer, exercises, demonstrations, live supervision (with Michael as supervisor) and the opportunity to practice skills. Handouts will provide a summary of material covered in the two days.

Learning Objectives:

- Review what is meant by supervision and arrive at a workable understanding of what it means in practice.
- Outline the seven focus points of supervision (Hawkins and Shohet, 2001) both as a tool for supervisors and a means of preparation by supervisees.
- Help participants to understand their role as facilitators of learning and the skills involved in implementing that with supervisees (using the experiential learning cycle).
- Present the five stages through which supervision moves and help participants write a supervisory contract.
- Consider how best to use evaluation as a formal method within supervision and feedback as a learning strategy.
- Help supervisors help supervisees prepare for supervision and make the best use of the time.
- Practice the skills of being an effective supervisor.
- Consider a number of practical cases and decide how best to act in the circumstances presented.

DAY ONE MORNING

- What is supervision?
- Different types of supervision.
- Definitions and descriptions.
- Effective and ineffective supervision.
- Developing your own philosophy of supervision.

DAY ONE AFTERNOON

- The Seven-Eyed Supervisor (Hawkins and Shohet).
- Preparing for supervision.
- Live supervision.
- Supporting supervisees' learning from supervision.
- Facilitating learning (from survivor to competency mode).

DAY TWO MORNING

- The five stages of supervision.
- Contracting in supervision.
- Writing your own contract.
- The psychological contract.
- Feedback in supervision.
- Giving negative evaluation positively.
- Evaluation in supervision.

DAY TWO AFTERNOON

- Using theory of core qualities (Ofman, 2002).
- Learning theory and supervision.
- Helping supervisees use supervision effectively.
- Matching supervisor and supervisee.
- Gathering it all together.

BECOMING AN EFFECTIVE SUPERVISOR II (formerly titled 'Advanced Supervision')

This programme is designed for those who have already completed the two-day training, *Becoming an Effective Supervisor*. We will take the Experiential Model of learning as the basis and central model of supervision and look in depth at the various components of this learning cycle:

Doing the work:

How do we, as supervisors, support workers as they engage in their work?

How do we help supervisees build resilience and energy for their work?

How can they work with the organisational dimensions of the helping professions?

Reflecting on their work

What is reflection?

How can supervisors facilitate reflection?

How to help supervisees learn to reflect?

Reviewing the various levels of reflection and helping supervisees learning to reflect in widening circles.

Learning

This section will look at how supervisees can be helped to continue to learn at different levels.

We will review the four levels of learning (zero learning, efficiency learning, effectiveness learning and transformational learning).

These four levels will be applied to supervisory contexts.

Applying learning to work

We often make decisions without implementing them. We get blocked in applying our learning to life and work. This section will look at those blocks and some of the skills needed to apply learning effectively over time.

Learning objectives

- To introduce Ken Wilbur's work as a holistic overview of supervision.
- To present the Experiential Learning Cycle as a model of learning in supervision.
- To review the four stages of the Experiential Learning Cycle as stages on the supervision journey.
- To help supervisees move effectively through the stages of doing, reflecting, learning and applying their learning.

- To focus on reflection as a medium of learning, and look at levels and stages of reflective dialogue.
- To consider the organisational contexts in which supervision takes place, and review how to work with and understand the organisational impact of supervision.

DAY ONE MORNING

- One more time – what is supervision?
- Holistic models of supervision.
- The Experiential Learning Cycle: stages.
- Skills and blocks at the four stages of the Experiential Learning Cycle.

DAY ONE AFTERNOON

- Doing work: looking after the person behind the professional.
- Staying resilient at work.
- Energy for work.
- Thinking ethically and professionally.

DAY TWO MORNING

- What is reflection?
- How to help supervisees become reflective practitioners.
- Becoming a facilitator of reflective practice.
- What is learning?
- How to support the learning of supervisees.

DAY TWO AFTERNOON

- Applying learning from work.
- Solving problems in supervision.
- Model of competing commitments.
- Organisational aspects of supervision.
- Gathering it all together.

FURTHER ENQUIRIES

PsychOz Publications

PO Box 124 Kew VIC 3101

P: 03 9855 2220

F: 03 9855 2225

E: events@psychotherapy.com.au

W: www.psychotherapy.com.au



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PROFESSIONAL DEVELOPMENT POINTS

Certificates of Attendance detail 14 hours of training, trainer qualifications and course content.

Certificates MUST be collected in person at the training and will be available for collection mid-afternoon on the second day.

TERMS AND CONDITIONS

CONFIRMATION OF REGISTRATION

Registrations are not confirmed until payment is received.

ONE-DAY REGISTRATIONS

One-day registrations may be made available in the two weeks prior to the event at \$265.00. It is **NOT** possible for two people to share a registration at the two-day rate.

CANCELLATION POLICY AND DISCLAIMER

Refunds less a \$50.00 administration fee are given for cancellations received in writing via email, mail or fax to Psychoz by **5.00 pm Thursday 18th February 2010**. Refunds are not possible after the cancellation date, regardless of personal circumstances. Cancellation policy is final and not negotiable. Psychoz Publications regrets the difficult personal circumstances that prevent people attending including medical conditions and emergencies, severe weather or transport difficulties, however the logistics of event management prevents Psychoz Publications from assuming responsibility for these contingencies.

TRANSFER OF REGISTRATIONS TO ANOTHER PERSON

Registrations are transferable **IN FULL** to another person on notification to Psychoz Publications. Where a delegate only can attend for part of a training, transfer of the remainder of the registration to another person is **NOT** possible.