

***Supporting the Implementation of
Clinical Supervision through One-
to-One Supervision
'Train the Trainers' Workshop***

Day 2: Friday 16th April 2010

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Welcome back to the programme...

**Recapping and Summarising...
.....Day 1 – A supervisory skill?**



Key Areas Covered - Day 1

- **Ice breaking / developing rapport**
- **Shaping what is to happen / learning needs**
- **When supervision works well**
- **Different types of supervision in practice including clinical supervision**
- **Giving effective feedback / observing**
- **Contracting in supervision / NUHT policy**
- **Navigating the 'supervision boat' – Learning?**
- **Disclosing trainer concerns in supervision**
- **Identification of 'Gold Nuggets' for 1 day programme**

Different ways of seeing practice as a supervisor

Accountability?
(Normative)

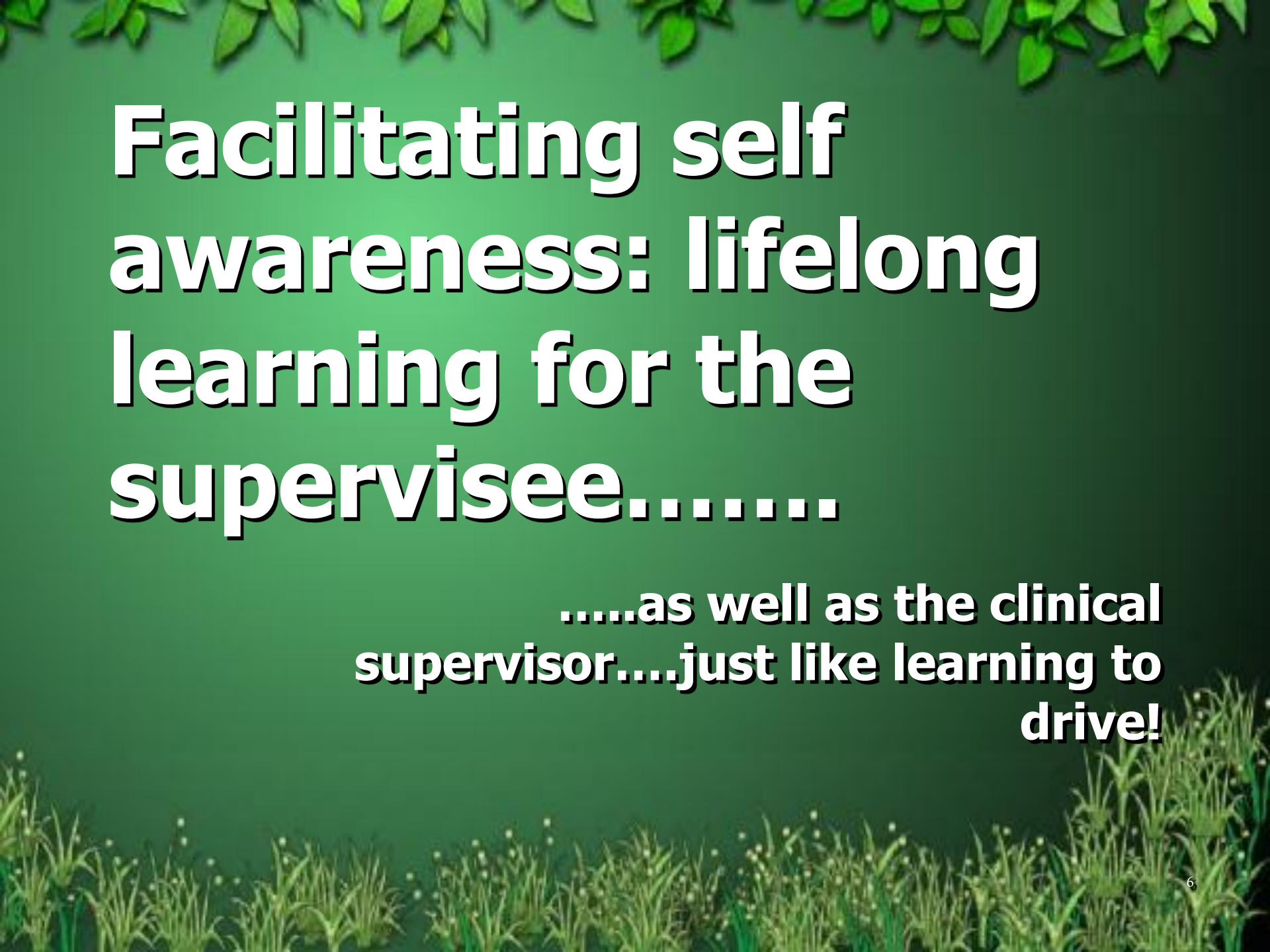


Support?
(Restorative)

Learning?
(Formative)

Key characteristics of clinical supervision..a reminder!

- **A planned and intentional event in practice with agreed boundaries from the start (competes with ad-hoc support)**
- **An opportunity for regular reflection on practice (and action) with others....'guided' reflection**
- **A formal process of practitioner support and practice based learning that also impacts on that practice / service delivery**
- **Differs from, but can enhance managerial supervision**
- **A flexible process as no one model will fit all**
- **Is supervisee....not supervisor led**
- **A process in which all clinical supervisors' are also 'supervisees'**
- **Other?**




Facilitating self awareness: lifelong learning for the supervisee.....

**.....as well as the clinical
supervisor....just like learning to
drive!**

How competent is my supervisee....as well as the clinical supervisor? (see also p9)

	UNCON	SCIOUS	
	<i>Unconsciously Competent</i>	<i>Unconsciously Incompetent</i>	
COMPETENT	<i>CLIN</i>	<i>ICAL</i>	INCOMPETENT
	<i>SUPER</i>	<i>WISEE / OR?</i>	
	<i>Consciously Competent</i>	<i>Consciously Incompetent</i>	
	CONS	CIOUS	



Activity 1: Ongoing clinical supervision for 'Trainers'....

**Stepping up a gear.....Observers
please stay behind!**



Suggested structure for Triadic clinical supervision sessions

- **TOTAL SUPERVISION TIME: (35 minutes)...NOT a Role Play....Real Play!**
- **5 minute briefing...who's doing what**
- **20 minutes (maximum) 'doing' & 'observing'**
- **10 minutes informal feedback to each other**

- **Group Plenary 20 minutes**

Group Plenary (25 Mins.)

Triadic Groups

- What was it like to be a supervisor and a supervisee e.g. what went well? What would you do differently if you were to do it again?**
- What did the observers witness?**
- What were some of the supervisor skills on display.....record to remember?**
- What were some of the supervisee skills on display.....record to remember?**



**Welcome back from
coffee!**

**What's your style in clinical
supervision p10 Handbook?**

Two major supervisory styles

Authoritative Interventions

Prescriptive:

- giving advice, making suggestions- 'should-ing'

Informative:

- offering information

Confronting:

- challenging what is happening or spoken about

Facilitative Interventions

Cathartic:

- Encouraging the expression of emotions

Catalytic:


- drawing issues out and getting below the surface dialogue


Supportive:

- Encouraging and validating – non-judgemental



On reflection.....

- What categories or interventions do you feel most comfortable with?**
 - What categories or interventions do you feel least comfortable with?**
 - What might be the implications for you and the supervisee**
 - What might need to happen?**
- 



Activity 2: Final clinical supervision for 'Trainers'....

**Stepping up a gear.....Observers
please stay behind!**



Suggested structure for Triadic clinical supervision sessions


- **TOTAL SUPERVISION TIME: (35 minutes)...NOT a Role Play....Real Play!**
- **5 minute briefing...who's doing what**
- **20 minutes (maximum) 'doing' & 'observing'**
- **10 minutes informal feedback to each other**

- **Group Plenary 20 minutes**

Group Plenary (25 Mins.)


Triadic Groups


- **What was it like to be a supervisor and a supervisee e.g. what went well? What would you do differently if you were to do it again?**
- **What did the observers witness?**
- **What were some of the supervisor skills on display.....record to remember?**
- **What were some of the supervisee skills on display.....record to remember?**



Welcome back from Lunch....

**Activity 3: In 3 Groups....
Identification of 6 key themes to
include in the 1 Day programme
based on 'Gold Nuggets' and prior
experience...**





Reflection on 'Trainer' Actions....

**Towards next 'Trainer' meeting
on.... 18th May 2010**





**Please complete
written evaluations**

**And ONE Feedback Statement on
the programme to finish!**



'A I D'..ing Facilitator Feedback

- **Think about one of my ACTIONS as a facilitator this morning.....**
- **What IMPACT did my behaviour have on yourself or others in the group?**
- **What DESIRED outcomes may I need to reconsider following your feedback?**



**Thank you all for
participating...**

**...the best 'training' in clinical
supervision is to engage in it
yourself!**

