



# The Power of Supervision

Kat Aukett

# what is **supervision**?

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your definition – from your experience

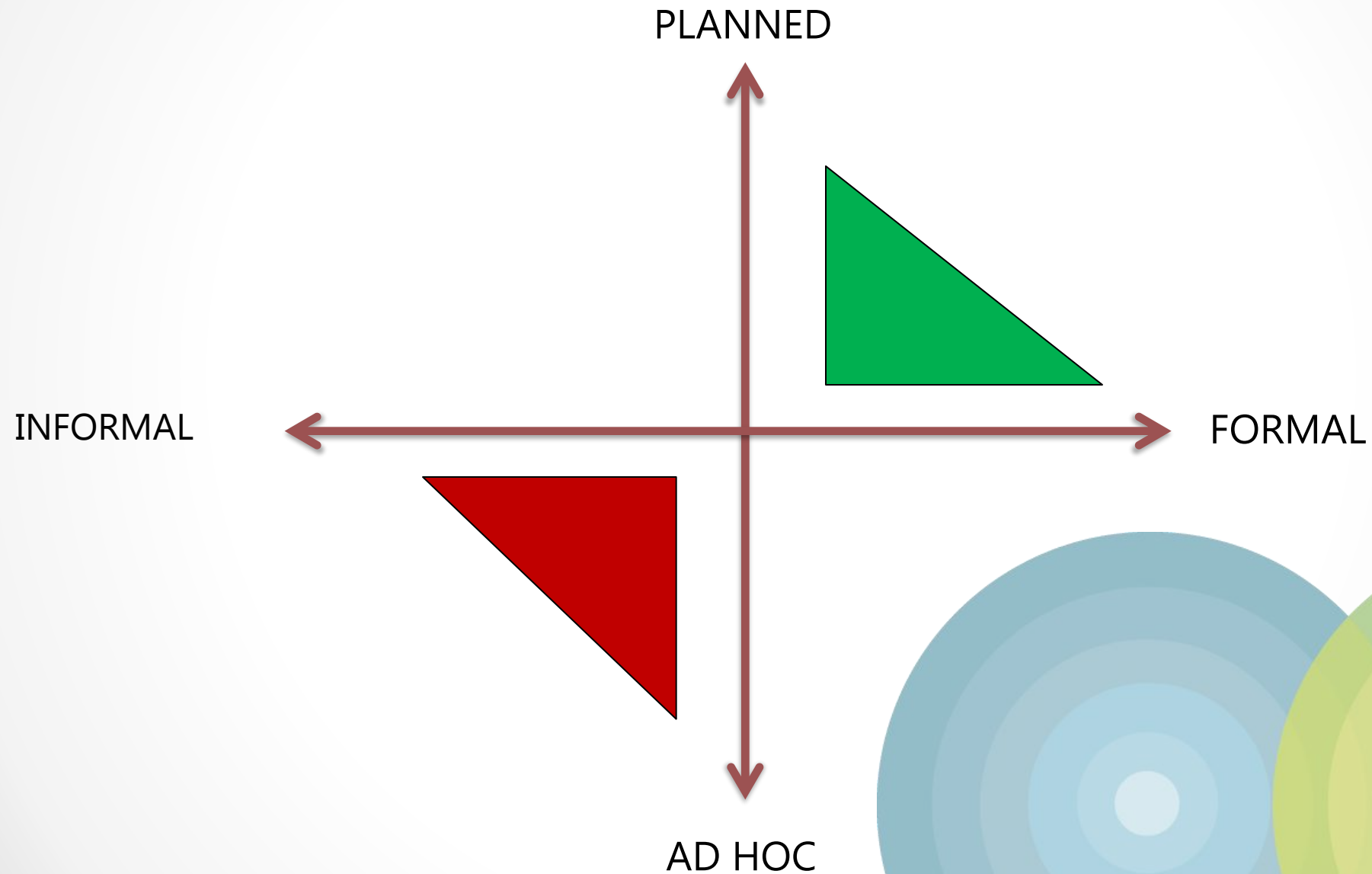
# what is **supervision**

*an accountable process which supports and assures and develops the knowledge, skills and values of an individual, group or team. The purpose is to improve the quality of their work to achieve agreed outcomes and develops and progresses the worker*

• CWDC (2007)



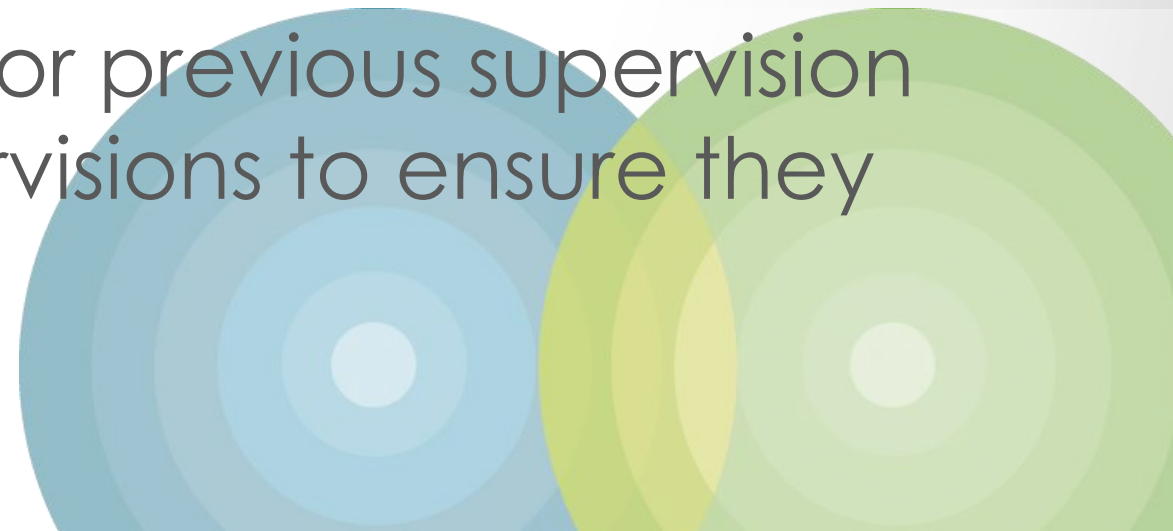
# types of supervision...?



# Supervision

- Occurs on a regular basis
- An opportunity for employees to spend some time with their manager to discuss how things are going with work and wellbeing
- Supervisions are an opportunity to identify any new development opportunities such as buddying
- Objectives set at appraisals or previous supervision should be reviewed at supervisions to ensure they are being progressed

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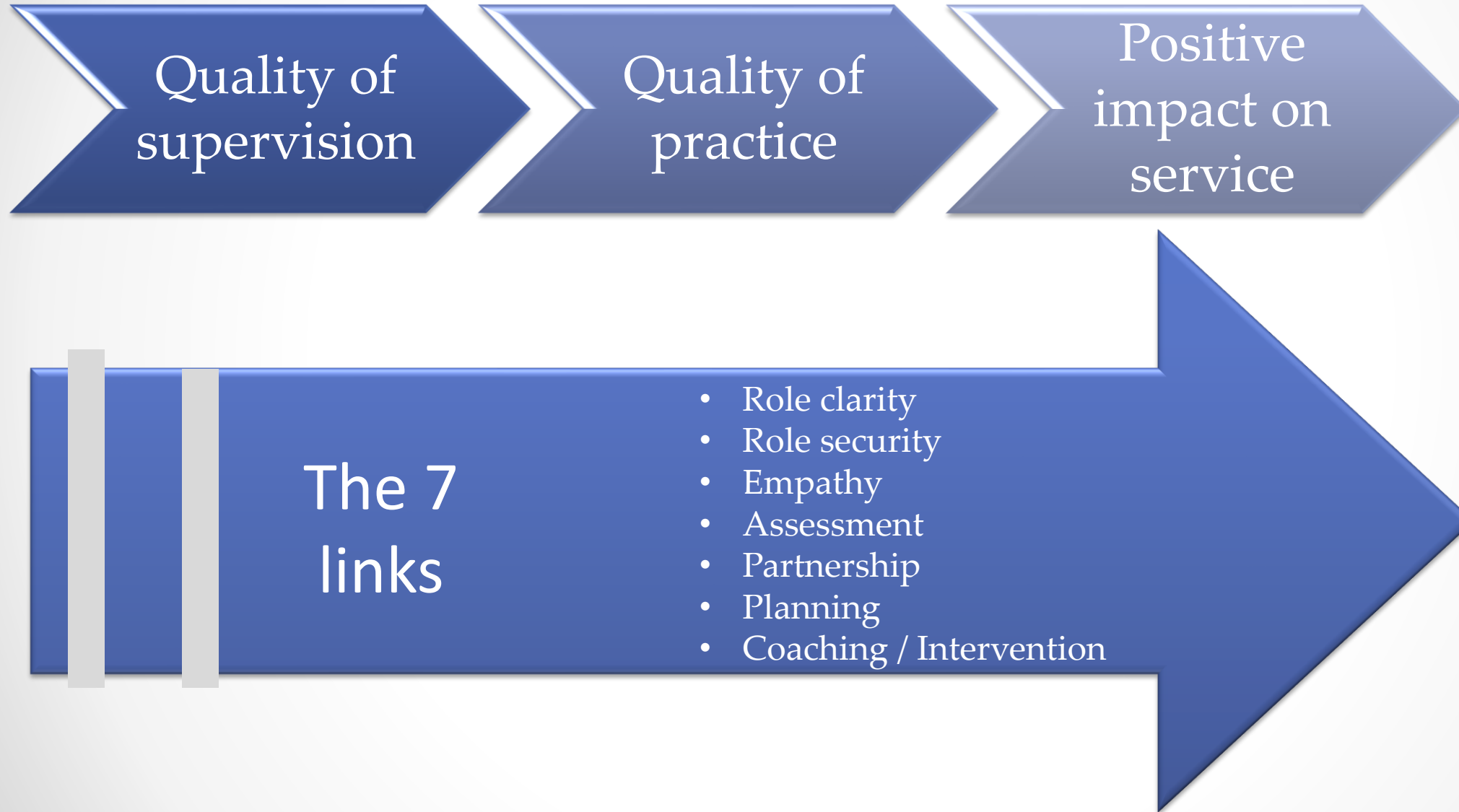
# Benefits of Supervision

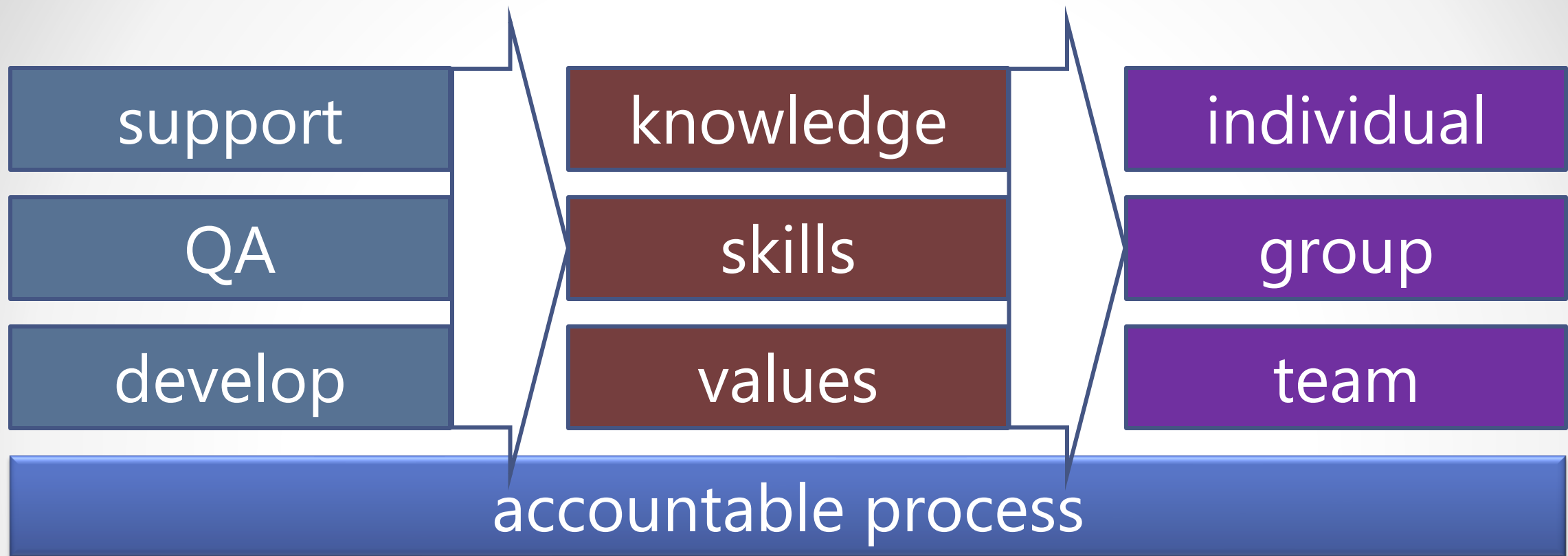
- Improved staff morale and wellbeing
- Enhanced quality of care for residents
- Increased staff competence through learning and development
- Better communications between leaders and staff
- Effective problem solving
- Helps to address any issues in a timely way and celebrate achievements

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# The supervision outcome chain..







# Elements of good supervision

- regular & challenging, but supportive
- relevant & probing
- factual & **reflective**
- acknowledge personal impacts: fear of loss and grief, emotional pain, cultural difference etc.,
- set priorities (and no not every thing can be a priority)

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## Elements of good supervision - processes.

- An organisational policy
- A supervision contract between the supervisor and the supervisee
- A standardised agenda that can be added to by either party
- A standardised template for recording supervision discussions
- Regularity and booked in advance



## SUPERVISOR

1. Flexibility of approach -right time – right approach
2. Multi perspectival view
3. A working map of the discipline in which they supervise
4. The ability to work transculturally
5. The capacity to manage and contain anxiety
6. Openness to learning
7. Sensitivity to wider contextual issues
8. Can handle power appropriately
9. Humour ,humility and patience
10. Resilience and Persistence



# ELEMENTS OF GOOD SUPERVISION - EMOTIONAL

## HOLDING

“It is supervision more than any other single factor, that will enable us as individuals and the organisations in which we work to contain and sustain our emotional responsiveness, both to our clients and each other, without which there can be no helping encounter.”

Tony Morrison (2005)



Any Questions

