This annual inter-professional training brings together the **science** of supervision that informs the ‘know-how’ of practice, together with the **art** of supervision including the dynamics of what is uniquely in the moment of the supervision encounter. This training is offered to qualified and established professionals who work in people-focused professions, and undertake or plan to undertake the provision of clinical supervision.

The course will prepare participants to support the evolution of supervisee’s clinical skills, depth of psychological understanding and ethical practice in the fields of counselling and psychotherapy, psychology, social work, occupational therapy, mediation, mental health, pastoral care, dietetics and other similar professions.

Distinctive features of this 40 hour course – that involves teaching, interactive workshopping and assessment – will be access to on-line resources and the integration of creative arts-based supervision activities.

With supervision now being understood as a distinct discipline with its own skill set and knowledge base, many professional bodies are requiring their supervisors to undergo formal supervisor training. This course provides supervision frameworks and facilitates generic competencies that apply to a range of helping professions including the **PACFA Accredited Supervisor** training requirements.

An adjusted program is available for those wishing to meet PACFA’s **Transition Pathway** requirements or PACFA’s annual supervision CPD requirements.
The course is designed to develop supervisory expertise, which supports the optimum expansion of supervisee competence.

Enhancement of the supervisory relationship will be presented as fundamental to the development of excellence in supervision.

Whilst various supervision theories and methodologies will be explored, the mapping and articulation of a personal supervisory model will be encouraged in order to maximise best practice as a supervisor.

Coursework includes theoretical and experiential approaches, group interaction, short lectures, personal reflection, background reading, assignment preparation, and dynamic training interactions.

The syllabus incorporates the science - research outcomes, identified competencies - and the art - practice-based evidence including multiple creative ways to be present in the moment-to-moment interactions with supervisees. Creative arts modalities such as the use of art, miniatures, and metaphor - that facilitate reflection, enable communication and clarify case conceptualisation will be used throughout the course.

The curriculum has been developed with reference to the University College London CORE Supervision Framework, the Australian Health Workforce National Clinical Supervision Framework, and the PACFA Supervision Competencies.

This course includes competencies in terms of skills, knowledge and values. Integral to the development of these competencies are the trainee supervisor’s capacities for self-awareness, self-assessment and mindful attentiveness.

The behaviours of the most effective supervisors that have been found to be related to optimum supervision outcomes, relate to building the supervisory alliance.

We believe that learning occurs best in a non-judgmental and self-reflective atmosphere.

Learning, as distinct from striving to be perfect, is our focus in supervision.
Core Competencies Developed in the Course

The course is designed to develop supervisor abilities to:

- structure supervision sessions
- give accurate and constructive feedback – with a range of methods
- supervise across a range of therapeutic modalities
- enhance ethical practice
- form, maintain, and manage threats to a supervisory alliance
- conduct supervision across the variety of client presentations such as individuals, couples, family and group
- detect and support personal and professional issues which could impact on the supervisee’s capacities
- reflect and act on limitations in own knowledge and experience
- assess the supervisee’s level of competence
- be aware of and act on potential sources of evaluation bias
- conduct supervision across a variety of formats such as direct observation and web based technologies
- Support supervisees to:
  - reflect on their work
  - present their clinical work
  - reflect on the supervision process
  - practice specific clinical skills
  - manage their caseload.

The Trainers

Dr Pamela Brear currently serves as the Director of the private practice, Pamela Brear Counselling & Consultancy Services. She has been involved with client work, clinical supervision and lecturing for the past 30 years. Pamela holds a Doctorate of Counselling in addition to a Masters in Social Science (Counselling) and a Graduate Certificate in Professional Supervision. Her doctoral thesis was related to her interest in supervision and is titled “Gatekeeping in Counselling Education”.

Dr Mark Pearson has over 25 years of experience as a counsellor and supervisor, and is the Program Coordinator (Clinical) for the Post-Graduate Program in Counselling and Psychotherapy at the University of Adelaide. He is also Director of the Expressive Therapies Institute of Australia, and has been conducting training courses in Expressive Therapies since 1989. He holds a Masters in Education (Behaviour Management), and a Ph.D. researching multiple intelligences in counselling.
2015 - 2016 Dates & Times

Session 1:
*Foundations for Supervisory Practice*
  - Fri 23 Oct, 2015 6pm - 9pm
  - Sat 24 Oct, 2015 8am - 1pm

Session 2:
*What do Supervisees Need from Supervisors?*
  - Fri 6 Nov, 2015 6pm - 9pm
  - Sat 7 Nov, 2015 8am - 1pm

Session 3:
*Ethical Supervisory Practice*
  - Fri 5 Feb, 2016 6pm - 9pm
  - Sat 6 Feb, 2016 8am - 1pm

Session 4:
*Enhancing Supervisor Flexibility & Competence*
  - Fri 4 March, 2016 6pm - 9pm
  - Sat 5 March, 2016 8am - 1pm

Session 5:
*Supervisor Contexts & Identity*
  - Friday 8 April, 2016 6pm - 9pm
  - Saturday 9 April, 2016 8am - 1pm

2015 - 16 Course Fees

- Full fee: $1,495
- Deposit with application $200
- Earlybird discounted fee $1,295
  - If paid 1 month before start date
    i.e. by 23 September, 2015

Venue

*Safe Place Training*
147 Goodwood Road, Goodwood

Admission Criteria

Participants are required to have:

- Recognised qualifications within their field of professional practice
- At least 5 years clinical experience (post-graduation)
- Eligibility for clinical membership of a relevant professional association for at least 3 years
- Substantial hours of supervision of their own clinical work
- Participants must be able to conduct 10 hours of supervision while participating in the course, and receive supervision for this.

Application Process

Training in *The Art and Science of Supervision* is conducted on an annual basis.

To apply for enrolment in the 2015-16 course please download from our website and complete the Application Form, and either post to *Supervision Alliance 66 Springbank Road, Panorama, SA 5041,* or email to: *info@supervisionalliance.com.au*

Include your $200 deposit (cheque, money order, or direct internet deposit. Banking details are on the Application Form).

You will be contacted by one of the trainers to discuss your application and will be notified in due course of the success of your application.
Course Structure

The course is presented in five themed sessions, each with recommended reading, comprising a Friday evening and Saturday morning, spread over six months.

Session One: Foundations for Supervisory Practice
- Philosophical underpinnings
- Becoming a supervisor
- Defining supervision
- Supervisor roles
- Models and frameworks of supervision
- Supervision session frameworks
- Supervisee preparation for supervision
- Preparing to practice: Establishing supervisory documentation

Session Two: What do Supervisees Need from Supervisors?
- Forming and strengthening supervisory alliances
- Managing threats to the alliance, common supervisor mistakes
- Mindfulness as a support to listening and alliance-building
- Helping supervisees reflect and become proactively engaged
- Utilising multiple intelligences theory in supervision
- Eliciting supervisee reflection - use of creative arts
- Ways of providing feedback

Session Three: Ethical Supervisory Practice
- Ethical challenges in supervision
- The ethics of supervisory agreements and documentation
- Dealing with personal and professional issues that impact on capacities
- Reflection on, and response to, limitations in supervisor knowledge
- Sources of bias, compensating for biases
- Establishing self-care routines
- Respecting cognitive, emotional, somatic, systemic, cultural and spiritual differences

Session Four: Enhancing Supervisor Flexibility and Competence
- Employing adult learning principles
- Respecting individual learning styles and differences
- Supervising across a range of therapeutic modalities
- Supervising a variety of client presentations: individuals, couples, family and group
- Supervision with groups
  - Managing group dynamics
  - Structuring group reflection processes

Session Five: Supervisor Contexts and Identity
- Supervising within a variety of formats, including web-based technologies
- Working within supervisees’ organisational contexts
- Supporting caseload management
- Assessing supervision success and supervisee competence
- Reflective practice
- Reflection processes on preferred models
- Clarifying philosophy and values for supervision
- Course review

Supervisory Skills Practice is incorporated into all sessions
Supervision is a mirror . . .

I find that client issues are so diverse and often so complex that I feel that I am forever on a learning curve, and supervision meets me in part on that curve.

The main tool I bring to the therapeutic relationship is myself, and I can still be blind to transference issues, or at least I don’t want to admit to them - supervision provides me with a mirror to see myself.

Brear, 2003

Access to Course Resources

Once your application has been accepted and fees paid, you will be provided with a password to access our large on-line library, including a wealth of background reading, including peer-reviewed articles and book chapters, on:

- Supervision models and frameworks
- Supervision research and practice
- Literature on supervision styles and frameworks
- Literature on mindfulness practice
- Literature on creative arts / expressive therapies

You simply enter the password provided on your Acceptance Letter.

Contact Us

For further details contact:

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E: pamela@supervisionalliance.com.au

Dr Mark Pearson
Ph: 0419 492 713
E: mark@supervisionalliance.com.au

Pamela Brear Counselling and Consultancy Services:
www.counsellingadelaide.com.au

Expressive Therapies Institute of Australia:
www.expressivetherapies.com.au

Mark’s academic website:
www.markpearson.com.au