

SUPERVISION TRAININGS



with
Michael Carroll Ph.D.

BECOMING AN EFFECTIVE SUPERVISOR I

PERTH Perth Concert Hall – Thurs 4th & Fri 5th March 2010
SYDNEY Vibe Hotel, North Sydney – Mon 8th & Tues 9th March 2010
MELBOURNE Oaks on Market – Mon 15th & Tues 16th March 2010

BECOMING AN EFFECTIVE SUPERVISOR II

SYDNEY Vibe Hotel, North Sydney – Thurs 11th & Fri 12th March 2010
MELBOURNE Oaks on Market – Thurs 18th & Fri 19th March 2010

ETHICAL MATURITY IN THE HELPING PROFESSIONS: making difficult decisions at work

MELBOURNE Oaks on Market – Mon 22nd & Tues 23rd March 2010

9.00 am to 5.00 pm

ABOUT MICHAEL CARROLL Ph.D.

BACK BY POPULAR DEMAND! Michael Carroll returns to Australia in 2010

MICHAEL CARROLL PH.D. is a Fellow of the British Association for Counselling and Psychotherapy, a Chartered Counselling Psychologist and a BACP Senior Registered Supervisor. A counsellor, supervisor, trainer and consultant to organisations in public and private sectors, he specialises in employee well-being. He has lectured and trained nationally and internationally, and is an excellent presenter with a great sense of humour.

Michael is Visiting Industrial Professor in the Graduate School of Education, University of Bristol and the winner of the 2001 British Psychological Society Award for Distinguished Contributions to Professional Psychology.

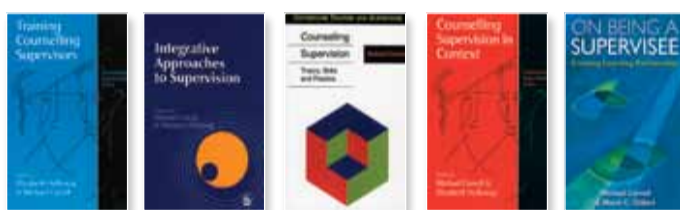
Publications include:

- Training Counselling Supervisors: Strategies, Methods, Techniques*, 1999.
- Counselling Supervision in Context*, 1999.
- The Handbook of Counselling in Organisations*, 1997.
- Counselling Supervision: Theory, Skills and Practice*, 1996.
- Workplace Counselling*, 1996.
- Integrative Approaches to Supervision*, 2001.

On Being a Supervisee: Creating Learning Partnerships, Michael Carroll and Maria C. Gilbert, PsychOz Publications, 2006.

Michael has provided supervision training for Prison Service Treatment Managers for the past six years, for the National Probation Service for the past two years and a number of Psychology Departments within the NHS. He runs an Advanced Diploma in Supervision for counsellors and psychotherapists.

For recent articles on Supervision and more information visit www.supervisioncentre.com



CERTIFICATE in SUPERVISION from the CENTRE FOR SUPERVISION (UK)

Awarded to participants who complete *BES I*, *BES II* and *Ethical Maturity in the Helping Professions*. Attendance at previous Michael Carroll trainings run by *PsychOz Publications* in 2007 and 2008 contribute to the Certificate. Full attendance at all three events is required to receive the Certificate.

For details see www.psychotherapy.com.au

ETHICAL MATURITY IN THE HELPING PROFESSIONS: making difficult decisions at work

This two-day module on Ethical Maturity will lead participants through the stages and steps of moving from an ethics of duty to an ethics of trust. It will look at ethical foundations (theories) and ethical principles, as well as reviewing ethical vignettes and processes by which individuals and groups make difficult (moral) decisions in working with others. It will also focus on how evil (bad actions that cause hurt and pain to others) enters the world, and how the distinction between intention and action is often the basis for why good people do bad deeds. The two days will offer a four-stage model of building trust in relationships and a four-stage model of ethical decision-making. The module will be of help to managers and leaders as well as those working in the helping professions.

Learning objectives

- To define what is meant by ethics, morality, legal, good and bad actions, and distinguish between them.
- To review what is meant by evil, and look at how evil and idealism are connected.
- To look at foundational theories of ethics and evaluate them critically.
- To review the process of ethical decision-making, and apply the process to ethical decision-making in the helping professions and in supervision.
- To present and apply a theory of ethics based on trust.
- To outline and evaluate a four stage model of ethical decision-making.
- To connect modern insights into the brain (neuroscience) with making decisions ethically.
- To work with ethical vignettes and real case examples of ethical dilemmas, and practice making ethical decisions.
- To review briefly ethical practice and ethical responses with group, team and organisational settings.

Teaching and Learning Strategies

The two days will use a variety of teaching/learning strategies: background reading, short input, small group discussions, plenary sessions, one to one

coaching and supervision sessions, live practice in ethical decision-making, discussion case examples and plenary session.

DAY ONE MORNING

- Thinking ethically (building ethical sensitivity and watchfulness).
- Evil, good, bad, moral, immoral, legal, illegal: the same or different?
- Looking at our assumptions around ethical behaviour.

DAY ONE AFTERNOON

- Principles of ethical behaviour.
- Ethical theories.
- Ethical principles.
- Working with examples.

DAY TWO MORNING

- The brain and ethical decision-making.
- Levels of ethical reasoning.
- Moving from an ethics of duty to an ethics of trust.
- Trust as the foundation of decision-making in working with others.
- Building relationships of trust.

DAY TWO AFTERNOON

- Four-stage model of building trust and dealing with difficulties in helping relationships.
- Four-stage model of ethical reasoning—reaching conclusions on what to do in difficult situations.
- Levels of reflection and ethical reasoning.

TAX INVOICE/REG FORM

ABN: 73 083 230 380 Prices include GST
All events include morning tea, afternoon tea and lunch.

Please register me for:

Becoming an Effective Supervisor Part I

Melbourne Sydney Perth

Becoming an Effective Supervisor Part II

Melbourne Sydney

Ethical Maturity in the Helping Professions

Melbourne

Prices below are PER TRAINING EVENT

EARLY BIRD REGISTRATION: (must be received at our office by NO LATER than 5pm Monday 1/2/2010)

A\$425 each A\$405 Subscriber rate*

REGULAR REGISTRATION:

A\$475 each A\$455 Subscriber rate*

* for individual subscribers to *Psychotherapy in Australia*

Name _____

Address _____

Postcode _____

Phone _____

Email _____

Cheque to PsychOz Publications enclosed

Please debit my credit card: Visa MC

- - -

Expiry date -

Name on card _____

Signature _____

ACCEPTANCE OF TERMS AND CONDITIONS

I have read, understand and accept the Terms and Conditions of Registration advised on the reverse of this form.

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

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PSYCHOZ
PUBLICATIONS

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.