

SUPERVISION

Nurturing support, psychological safety and learning among professionals

Course description

This course offers counsellors, coaches, head teachers and various other professionals to develop their competences to supervise colleagues and other professionals.

Working with counselling, coaching, special needs education never becomes routine work. You can easily be emotionally affected, the focus person's or student's situation affects you, or you doubt how to handle certain dilemmas or your own abilities to do the right thing - perhaps you feel powerless.

In addition, in a group of counselling colleagues or special education teachers there may be a need to talk together about how to coordinate in relation to special tasks, interpret guidelines or become better at supporting each other.

Group supervision is a framework for emotional support, learning, competence development and sharing of knowledge, which is particularly used within the psychosocial field - e.g. of people who work with people and use themselves as tools (coaches, counsellors, psychologists, teachers in special education etc.).

Through supervision, the participants gain new energy and motivation for their work, they feel supported and less alone. Furthermore, they gain new perspectives on their challenges and dilemmas, enabling them to respond more flexibly in future coaching, counselling and teaching sessions.

At the organisational level psychological safety will increase making it natural to share doubt and insecurity, come up with innovative solutions and learn from each other. This again contributes to the sharing of knowledge, making the unit less vulnerable to staff turn-over.



The course will give you...

- Insight into the theoretical foundations of social constructionist theory and how it is applied to supervision
- A chance to practice questioning techniques needed for supervision (that draw out resources, create new perspectives and alternative ways of dealing with difficulties)
- To become familiar with supervision and collegial supervision methods (mainly social constructionist, systemic and narrative methods) and thus different ways of involving colleagues in reflection and sharing of experience and knowledge
- To be able to offer a conversation among colleagues that is safe, appreciative and supportive, where staff members can share doubts and dilemmas, and develop their professional competences
- An ability to distinguish between different challenges - at individual or team-level; related to systems or identity, and choose supervision method accordingly
- A possibility to have a look at your own doubts and dilemmas through participating in group supervision
- Reflections on how to bring the learning home and implement it adequately into the local context

Methodology

The course will consist of a mix of short theoretical inputs, concrete exercises, and group discussions. It is believed that the only way to learn to supervise others is by practicing, getting feedback and being supervised on one's performance. You will therefore practice supervision on each other and will experience the potential of being asked the right questions in different formats.

The course will be based on social constructionist theory and methods, e.g. systemic reflective teams, narrative

witnessing methods and more. In spite of the theoretical basis, the training will be highly practical.



Programme

- Monday** Arrival in the evening
Welcome drink
- Tuesday** Introduction: Presentations, learning goals and learning contract
Input on social constructionist theory
- Domains of communication
 - Phases and format of supervision
 - Negotiating frame
- Wednesday** Systemic questions
- Clarifying the personal challenge
 - Asking about actions and patterns
- Reflective teams
- Roles, rules and tasks of the team
 - Trying out group supervision
- Thursday** Narrative questions
- Landscape of action questions
 - Externalising questions
- Witnessing teams
Kaleidoscope reflections
- Friday** Learning in teams (supervision or team-coaching)
Implementing coaching in your work: what to take home?
Evaluation
- Saturday** Departure

PRACTICAL INFORMATION

Dates, time and place

This course will be organised on a regular basis. [Please check here](#) to see when and where.

All courses will start with a short welcome evening/ drink at 19.30 p.m. on Monday evening and end on Friday around 16.00 p.m.

Consultants

The [consultant](#) running this course is either **Yvor Broer**, **Lene Mogensen** or **RajVinder Singh Gill**. Depending on the group size a second consultant will be attracted. As we are currently enlarging our organisation, we might place another consultant than above at this course and communicate this well in advance of the course.

Price

The fee for this course is 775 Euros, excluding travel, food and accommodation. This course is in line with the criteria and priorities of the Erasmus+ programme of the EU. This means that you can apply for a grant to cover most costs, given the criteria that you are working in school education, adult education, vocational education or some parts of higher education. [Have a look here for more information](#).

Registration

You can register for one of our courses by downloading the registration form on our home page, on the [registration page](#) for open courses. After receiving your form, we will reserve a place for you on the course. There is a maximum of 18 participants per course.

In case you want to use the Erasmus+ programme for a grant to cover e.g. travel, accommodation and course fee, more information and application form can be found on the [information page](#) on that programme

After registering we will be glad to assist you in booking a room and arranging your travel.

About In Dialogue

In Dialogue is a consultancy corporation that works with development of individuals, leaders, consultants, teams, organisations and communities. In Dialogue was established in 2004 and got its recent name in 2007.

Our consultants work within the approach of In Dialogue, when inspiring change, development and growth. We closely follow new academic developments and are proud of translating new theories into practical and sustainable solutions to your challenges. All the consultants have a higher degree in relevant sciences as well as a proven capacity to translate their knowledge into practice - e.g. in relation to coaching, conflict mediation, project management and organisational change and learning.

We operate in various parts of the world, and all consultants have extensive national as well as international experience and are trained in applying their competences in culturally sensitive ways. Our main office is located in Roskilde, Denmark. Next to that we have an office in the city of Gouda, The Netherlands. Read more on [our homepage](#) or contact us via opencourses@in-dialogue.org

In Dialogue courses

In Dialogue makes sure that learning at our courses is contextualised and therefore relevant for the challenges of

the participants. Theory is put into action through concrete training of new competences as well as through working on the cases from the group:

- The courses are well structured though still flexible to allow for adjustments based on the dialogue with the participants about their concrete challenges, needs and previous experiences
- The international setting ensures an inspiring environment where the diversity of contexts, challenges and ideas are used to increase the understanding of complexity and diverse ways of dealing with issues.
- Our courses are based on a sound theoretical foundation of social constructionist theory. This means that we draw upon innovative approaches such as the narrative, systemic, appreciative and solution focused approaches.
- We believe that there lies a greater potential for development in strengths than in weaknesses. We therefore focus on applying the resources of each participant to reach his/her learning goals and to build an appreciative working atmosphere within the group.
- It is important for In Dialogue that everyone leaves our courses feeling empowered and competent to apply the concrete outcome of the course in his/her daily work - knowing in which situations to use which techniques and when not to use them.