

# **SUPERvision: Strategies for Successfully Navigating All Phases of the Supervisory Role**

## **Program Description**

The role of supervisor can be both challenging and rewarding. It demands self-awareness, a solid knowledge base, the skills to engage effectively with a range of supervisees and issues, and the ability to respond to unexpected events. Through presentations, discussions and case examples, this workshop will equip participants with tools to structure and engage in effective supervisory relationships.

## **Program Objectives**

Upon completion of this program, participants should be able to:

1. List at least four different types and theories of supervision;
2. Understand contracting and structural processes to engage with new supervisees
3. Explain the roles that power and difference play in the supervisory dyad
4. Describe the features and skills for 1:1, group, and peer supervision
5. Develop insight into personal supervisory strengths and weaknesses
6. Develop skills for addressing ethical dilemmas, competency issues and other supervisory challenges.

## **Draft Agenda**

### **8:30-10:00 Supervision Overview**

Distinguishing characteristics, Links to mentoring and teaching  
Theories  
Models  
Features  
Challenges

10:00-10:15 Break

### **10:15-11:30 Phases of work and associated tasks**

Beginning  
Assessing competence  
Orientation  
Common understandings  
Middle  
Supervisory structures  
Addressing competence  
End  
Next steps

11:30-12:30 Lunch

### **12:30-2:15 Self-understanding**

Power  
Button pushers  
Difference  
Sun sides/shadow sides

2:15-2:30 Break

**2:30-4:00      Ethics**

Ethical guidelines  
Addressing dilemmas

**Target audience**

Clinicians, case managers, social workers, counselors, psychiatrists, psychologists, educators, advocates, health and human service practitioners.

**Contact Hours**

3.0 – 6.0 contact hours

**Faculty**

Dr. Kim Strom is the Smith P. Theimann, Jr. Distinguished Professor of Ethics and Professional Practice at the UNC-Chapel Hill School of Social Work. Dr. Strom teaches in the areas of direct practice, education, and human resource management. Her scholarly interests involve ethics, moral courage, and social work education. She is the former chair of the National Association of Social Workers' National Committee on Inquiry and is active in training, consultation and research on ethics and social work practice. She has written over 60 articles, monographs and chapters on ethics and practice. She is the author of *Straight Talk about Professional Ethics* and *The Ethics of Practice with Minors: High Stakes and Hard Choices* and the forthcoming text *Cultivating Courage*. Dr. Strom-Gottfried is also the co-author of the texts *Best of Boards*, *Direct Social Work Practice* and *Teaching Social Work Values and Ethics: A Curriculum Resource*. Dr. Strom also held an appointment as the UNC Institute for the Arts and Humanities Associate Director for the Academic Leadership Program, which helps prepare and support the next generation of academic leaders. Currently, she serves as Principal Investigator of the UNC School of Social Work behavioral healthcare contract, and has been recently appointed by the chancellor to serve as Director of the UNC - Chapel Hill Office of Ethics Education and Policy Management.