

Supervision in the Workplace

Clinical supervision in the workplace was introduced as a way of using reflective practice and shared experiences as a part of continuing professional development and accountability within ones workplace.

How will it assist you?

Supervision is a formal process of professional support and learning which enables individuals to develop knowledge and competence, assume responsibility for their own area of expertise and practice and enhance protection and safety of care in many issues that one may encounter through one's work.

Supervision is a collaborative partnership where the agreed purpose is the development of a willing participant. The partnership focuses on what the participant requires, beginning at the present and moving towards the future in positive steps.

The supervisor creates the environment whereby the participant is energized, engaged, supported and motivated to commit to the action they perceive as the best pathway to the achievement of their goals and objectives.

Supervision is proven to work when these two factors are present:

- the participant is willing to grow; and
- there is a gap between where they are now and where they want to be.

Supervision helps individuals to reach their potential. Benefits include:

- Personal development
- Improving performance and productivity
- Improving learning
- Improving relationships
- Improving communications
- Self awareness and ability to change for the better
- Improving quality of life for individuals
- Learning to be accountable for one's decisions and actions
- More creative ideas
- Better use of people, skills and resources
- Greater flexibility and adaptability to change
- Cultural change
- Helping one to aspire to quality standards
- Offering support in the difficulties faced in the workplace
- Empowerment of you as an individual
- Learning how to reflect before action
- Realising this is an activity between people who share a common humanity and professional interest

From an organisation's perspective, supervision can improve a leader's confidence and capability. This often has a positive impact upon teams, building organisational capability and staff engagement.

In basic language, "if you want to grow in all aspects of your life and work then try supervision, then make your call." (Pete Roe)

Pete Roe – Supervisor, Mentor and Coach
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