

***What do we mean by 'Supervision'?***

People attach different meanings to the term Supervision.

We see it as a supportive, collaborative part of the line-management process, where the supervisee is encouraged to examine and review their work in an atmosphere of trust and mutual respect.

It's also an essential ingredient in quality assurance with a direct impact on service delivery – so sometimes behaviour and attitudes need to be challenged.

How to integrate and reconcile this inclusive, empowering approach with some of the tricky aspects of dealing with the less-than-perfect people who are us and those we supervise?

***The training, and what it does***

*Effective Supervision Skills* and its approach is proven in the crucible of real working experience across the spectrum of public service organisations – whether based in the community, voluntary or statutory sectors.

It offers a simple but powerful structure, focussing on the tasks and performance of the worker while simultaneously building and maintaining the essential supervisory relationship.

The course lasts for two days, and one of its great strengths is its experiential nature. All the teaching is underlined by progressive practical sessions which use participants' own issues in a non-threatening, safe environment to ensure everyone's learning is grounded in reality.

***What prior experience is needed?***

Through its emphasis on Supervision as a process, and identifying relevant transferable skills, the course is particularly effective in building competence and confidence in recently-appointed supervisors.

It also provides an opportunity for those with more experience to re-examine their practice and acquire some fresh approaches to this essential management function.

***By the end, you will have...***

**explored** what good supervision is, and what it can do for your organisation

**understood** and practised the use of IDT's simple, powerful supervision process model

**raised** your awareness of personal perspectives, and their effect on relationships

***Participants have said...***

*"I defy anyone to participate and not be persuaded of the value and importance of supervision"*

*"First class-just the right amount of humour – trainer knows his stuff inside out – very informative and useful 2 days"*

*"Probably one of the most helpful training sessions I've attended because of the application to practice; very well facilitated ,clear direction and positive learning outcomes"*

*"I have had very limited supervision experience so this was really valuable training in terms of professional development – also v.useful ideas to take to my own supervision"*

*"I found the window cleaner distracting"*  
(there's always one!)

A comprehensive training manual and a certificate of attendance is given to all participants on completion of the course