



INTERNATIONAL COLLEGE FOR
PERSONAL & PROFESSIONAL DEVELOPMENT

ICPPD

DIPLOMA in Advanced Supervision across Professions
– A Holistic and Integrative Approach – IACP Accredited Programme
110+ hours' Professional Programme (delivered over 15 days)

What is supervision? Like all 'identity questions' this one is asked within developmental contexts— it is not easy to freeze supervision and capture it in words that last forever. Rather than ask what supervision is, perhaps we should ask: how do we build on what supervision has been in order to provide trainees, professionals and professions with what they need to do their jobs better.

Prof Michael Carroll

ICPPD endorses and appreciates supervision as a profession in its own right. Supervision, and the associated intellectual, emotional, financial and the time commitment, is seen as an investment in a useful personal and professional resource. ICPPD's philosophy, and that of the programme, supports supervision in the facilitation of learning which includes the knowledge, competence and skills required for the management of the supervisory context, environment and relationship, the ongoing ethical requirement of self-care, and the ultimate responsibility for good practice and quality service for clients engaging in therapy and with other helping professions.

Why Supervision?

Supervision is seen by the Irish Association for Counselling and Psychotherapy (IACP) as vital to the process and ongoing maintenance of a Counsellor's/Psychotherapist's competency and continued accreditation. *All IACP Members working as Counsellors/Psychotherapists are bound by the IACP Code of Ethics and Practice to monitor their work through regular Supervision, to ensure that their standard of Counselling/Psychotherapy is competent and continues to develop.* IACP [online, Accessed 21/03/16]

About the Programme

This intensive part-time programme (comprising over 110 hours) is intended for counsellors, psychotherapists and psychologists, and other professionals (including educators, guidance counsellors, managers, Gardaí, prison officers, complementary therapists, community workers, healthcare and other helping professionals) and all who supervise the work of others in the helping professions or are preparing to supervise, and those who are intending, beginning or already practising supervisors and wish to understand the vision, principles and practice of Supervision. It focuses on the Skills, Theory and Practice of Supervision and is designed to enable individuals to extend their understanding and knowledge of supervision, incorporating theoretical input with opportunities for group discussion and experiential learning and exercises.

This Diploma will be of interest to professionals who work in an integrative manner, and should be of particular interest to counsellors, psychotherapists, educators, guidance counsellors, psychologists, managers, Gardaí, prison officers, complementary therapists, community workers, healthcare and other helping professionals, and all who supervise, or are preparing to supervise, the work of others within the helping professions.

This programme is unique in that it is facilitated by two International Guest Lecturers: Robin Shohet, co-author of *Supervision in the Helping Professions* and *Passionate Supervision*, and Dr Bobby Moore, internationally-renowned for supervision training as a profession in its own right and author of *Reflexive Supervision*.

Both Robin and Bobby are supervisors, trainers of supervisors, group workers and have many years' experience in the area of supervision and psychotherapy, including group and organisational settings. They will each facilitate a weekend of this programme.

Aim

The aim of the programme is to enable and empower participants to become competent supervisors and facilitators of learning, while working in a humanistic, integrative, holistic and creative way.

Minimum Entry Requirements

- Applicants must be qualified professionals who are intending/have begun to supervise the work of others.
- A minimum of 4 years' accredited if a counsellor/psychotherapist **or** 3 years' experience as a professional/clinician/practitioner is required. It is the responsibility of the applicant to check with the relevant professional body to ensure these criteria are appropriate for them.
- Recommendation from applicant's supervisor or manager.

Application Process

To secure a place on this programme please submit (a) an application form, (b) a 500 word Statement of Interest Essay explaining why you wish to engage in Supervision Training, and (c) a letter of recommendation from your current Supervisor. Documented evidence that an applicant meets the entry requirements must also be furnished with the application form.

The application should be accompanied by a non-refundable deposit of €100 (reference Fee section, below, for more information).

Following review of your application we will call you to arrange an interview, which may be conducted by telephone or Skype.

Places are limited (to 16) and allocated on a first come first served basis following interview.

NOTE: Trainee supervisors must hold professional indemnity insurance cover – a copy of the current insurance policy is required to be submitted by participants on commencement of programme.

Course Facilitators/Core Tutors

- Liz Sugar, MIACP, SAI Accredited Supervisor and Group Supervisor (*trained as a supervisor with Bobby Moore*)
- Tom Moran, MA, MIACP, Accredited Supervisor and Group supervisor (*trained as a supervisor with Professor Michael Carroll*)
- Robin Shohet, International Supervision Expert, Master Trainer and Author
- Dr Bobby Moore, International Supervision Expert, Master Trainer
- Christine Moran, MA, MIACP, MNAPCP, MEAC, Accredited Supervisor (*trained as a supervisor with Professor Michael Carroll*)

Learning Outcomes

The programme aims and learning outcomes provide participants with the opportunity to explore and develop their interest and learning in the field of Supervision and to, thereby, develop into competent, compassionate, professional practitioners. A full list of the programme learning outcomes for this programme are provided on the ICPPD website [www.icppd.com].

Teaching & Learning Strategies

The holistic ethos that underpins all programmes offered at ICPPD will be inherent in this training and education course. Facilitators and Core Tutors are warm, vibrant and supportive. The programme is supported by a learning environment that is experiential and highly interactive with lectures; small and large group discussion and simulated live supervision working groups, role-play, DVD and creative exercises. Modelling by the lecturers is an important facet of the learning methods.

Indicative Syllabus

The programmes covers:

- Definitions and purpose of Supervision - its goals, tasks, functions and process and knowledge of research developments in the field of supervision.
- Theories and models of supervisory process explored include, Hawkins and Shohet, Carroll, Moore, Woskett, Inskipp and Proctor, Stoltenberg and Delworth, and Holloway.
- Learning Styles of individuals and groups.
- The training development and supervisory needs of supervisors and supervisees.
- Use of participants own case work to role play for learning and discussion.
- Awareness of transference, counter-transference, parallel process and empathetic resonance in helping relationships.
- Reflection on contextual similarities and differences of one-to-one, group and organisational supervision.
- Diversity, inclusivity, ethical and professional issues in supervision.
- Self-reflection and reflexive practice as a learning tool to develop the internal supervisor
- Writing supervisory reports and fitness to practice evaluations.

Programme Structure/Learning Methods

This Diploma is delivered in over 110+ hours' class contact time, which includes a final integration weekend.

Additional scheduled requirements for this educational and training programme include

- A mandatory Induction Session (on commencement) which will outline all requirements of the programme; this will include an introduction to ICPPD's virtual learning environment (Moodle), library resources, the Learner Handbook and all relevant documents, forms, procedures and supports for learners.
- Plenary Group Session(s), which offer all involved in the programme the opportunity to give and receive constructive feedback. It is scheduled on at least two occasions during the year and will be facilitated by the Academic Director (not the Core Tutors).
- Individual Progression Interviews - scheduled with the Core Tutors to ensure all academic, professional and financial requirements have been met on completion of programme.



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Assessment

As this is a programme for mature and experienced professionals and accredited therapists, the focus of assessment includes ongoing self, peer and lecturer assessment and feedback. The assessment of learning outcomes will be implemented through mechanisms such as theoretical essays, class presentations, reflection papers and learning journal, including:

- **3,000-word Theoretical Essay 1:** *Through critical evaluation of the literature, consider how far organisational and group dynamics impact on your role as supervisor. Drawing on case examples, demonstrate your awareness of similarities and differences when working in organisational and group settings.*
- **3,000-word Theoretical Essay 2:** *Through critical review of current literature and drawing on examples from your professional supervisory practice, consider the dilemmas that might arise and how you would use your ethical awareness to manage them.*
- **1,500-word Reflection:** *My philosophy of supervision and ethical awareness as it has emerged from my key personal and professional learning through the course and as reflected in my learning journal.*
- **Small Group Presentations:** *In small learning groups of no more than 6 members prepare a 2-hour presentation of a selected theoretical model/framework and present to the class*
- **750-word Self-Assessment:** *I should pass this course because... (pass/fail basis).*
- **Ongoing/in-class assessment** on the use of facilitation skills, reflexivity awareness and empathetic resonance (pass/fail basis).

Additional Programme Requirements

To support the holistic focus of the programme, learners facilitate a 10 minute reflection at the beginning of each class to deepen self-awareness and encourage self-support.

It is important to note that while this is a learning group, the group is not important in itself – the individual as learner is priority in this programme. The participant is registered to meet his/her own needs as a fledgling supervisor, the group members and tutors facilitate this exploration and learning experience to provide a space for learning to flourish.

We are moving into a new era of supervision characterised by a capacity for cross-professional practice based on philosophies of learning rather than particular professional practices. As we do so the previous language of 'contracting', which highlighted roles and responsibilities, becomes less helpful. We will explore the process of negotiating and evaluating 'learning agreements' with supervisees.

In doing this we will consider the supervisory relationship as a participative inquiry. Within the framework of action research both supervisors and supervisees engage in critical reflexivity and we will explore the benefit of reflexive learning journals.

Dr Bobby Moore

Supervised Supervision Practice

A minimum of 50 hours of supervised supervision practice is required within the duration of the course. These practice hours may be a blend of one-to-one, peer, or group supervision, and must be formally contracted in the ratio of 25 internal and 25 external practice hours.

The minimum 25 hours of internal supervision practice/experience during the programme may be gained through 20 hours of supervised work with a designated peer and a minimum of 5 hours' practice within the course learning environment. This experiential work is evaluated and supported by a minimum of 5 hours of external supervision of the trainee's supervision practice, ratio 1-5. The chosen External Supervisor should work in a complementary and supportive style and must be approved (in advance) by the programme Core Tutors.

Documentation to support the supervised supervision practice is required as evidence of attendance and ongoing learning.

Each participant on this programme is required to be responsible for ensuring they are meeting the criteria of their chosen professional body.

ICPPD will provide Internal Group Supervision as a modelling and learning experience and support to trainee supervisors.

External and Internal supervisors' reports will form an integral part of the ongoing assessment of participants on this programme.

Trainee supervisors must hold professional indemnity insurance cover – a copy of the current insurance policy is required to be submitted to ICPPD on commencement of programme.

Programme Quality Assurance

A learner representative will be nominated by the group to present feedback to Programme Board meetings during the year.

Trainees evaluate their learning experience, content, delivery and facilities at the end of each week-end and on completion of the programme through a Feedback/Evaluation Form.



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Programme Delivery Schedule

This IACP-accredited programme runs over 7 weekends (15 days), on Saturday and Sunday [9.30am - 5.30pm], from September 2017 to May 2018, plus one Friday. In addition, there will be a maximum of 2 Friday evenings [5.30 pm - 7.30pm] during the year, plus an individual progression meeting at the end of your course. All dates will be scheduled and identified on your timetable at the commencement of the programme.

To facilitate broader and deeper learning for programme participants, a minimum of 2 weekends will be facilitated by International Guest Facilitators/experts in the area of Supervision.

To support a holistic and experiential experience, class numbers are limited to 16 participants, unless otherwise notified or/and agreed with the learning group.

Attendance at all training days, evenings and progression meetings is mandatory to successfully complete the programme and qualify for the award of Diploma.

Specific Delivery Dates

30 Sept - 1 Oct 2017
4-5 November 2017
2-3 December 2017
3-4 February 2018
3-4 March 2018
14-15 April 2018
4 May 2018
5-6 May 2018

Facilitators

Liz Sugar and Tom Moran (Core Tutors)
Liz Sugar and Tom Moran
Liz Sugar and Tom Moran, and plenary feedback session
Dr Bobby Moore
Liz Sugar and Tom Moran
Robin Shoheit
Christine Moran, and plenary feedback session
Liz Sugar and Tom Moran – Individual Progression Meetings

Supervision is my calling card but really I am doing what I love – helping to create a learning community where people (including me) can feel safe and flourish. Of course ego comes in and says look what I did, but that's what ego does. It's its job to try and claim everything and I do more than my fair share of that. But something magical does happen when I can be open to both leading and following, teaching and learning, and above all communicating to people that it is ok not to know, essential even, and trusting my own and others' deep wish for truth.

Robin Shoheit

About the Programme

Duration: 110+ hours, part-time, course, delivered over 15 days, 09.30am-05.30pm (see above)

Venue(s): ICPPD, Athlone, Co Westmeath

Dates: For specific commencement dates and delivery times see above/refer to www.icppd.com

Fee: €2,500

NOTE: This fee does not include external supervision of professional practice.

Applications must be accompanied by a non-refundable deposit of €100, which is deductible from course fees if applicant is successful.

NOTE: Applicants are entitled to a full refund of the initial deposit if they decide to cancel within 7 days of their application. The deposit is not refunded in the case of an application being unsuccessful, or if the application is cancelled by the applicant more than 7 days after the initial application.

Payment plan options are available – please contact ICPPD for more information.

Award: Satisfactory completion of this course leads to the award of an IACP-Accredited **ICPPD Diploma in Advanced Supervision across Professions – A Holistic and Integrative Approach**

Progression, and determination of fitness to practice is at the discretion of ICPPD

Application: To secure a place on this programme please submit an application form and all supporting documentation.

To download an application form, visit our website: www.icppd.com, or telephone 090 6470484 for further details.

*ICPPD reserves the right to cancel, suspend or modify in any way the matters contained in this publication.
The College reserves the right to amend the list of modules being offered for any programme.*