

DIPLOMA in Advanced Supervision across Professions
A Holistic and Integrative Approach
An 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 a place where a supervisee offers an account of their work, reflect on it and receive guidance, if appropriate. Carroll 2001.

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.
- other professionals (including educators, guidance counsellors, managers, Gardaí, prison officers, complementary therapists, community workers, healthcare and other helping professionals).
- those 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.

This Diploma, which is accredited by the Irish Association for Counselling and Psychotherapy (IACP), 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 programme is unique in that it is also facilitated by internationally recognised experts:

Robin Shohet, co-author of *Supervision in the Helping Professions and Passionate Supervision*.

Dr Bobby Moore, internationally renowned for supervision training as a profession in its own right and author of *Reflexive Supervision: a Workbook for Learning Within and Across Professions*.

All guests 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 300-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

- Anne Marie Lowry, MA, Qualified Supervisor
- 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

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 Programme Leader/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, the focus of assessment includes ongoing self, peer and tutor assessment and feedback. Assessment of learning outcomes will be implemented through mechanisms such as theoretical essays, class presentations, reflection papers, supervision practice and learning journal, including:

- **3,000-word Theoretical Essay 1:** *Through exploration of the literature name the different theories and models of supervision and demonstrate by case examples the integration of one model in your work as a supervisor.*
- **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.*
- **Individual In-Class Presentation:** *Learners are required to present a 20 min audio-visual presentation, to the class, on a topic to be agreed with the Tutor.*
- **Portfolio:** *Documentation/proof submitted on completion of total of 50 supervision practice sessions (on pass/fail basis).*
- **750-word Self-Assessment:** *I should pass this course because... (on pass/fail basis).*
- **Ongoing/in-class assessment** on the use of facilitation skills, reflexivity awareness and empathetic resonance (on pass/fail basis).

Additional Programme Requirements

To support the holistic focus of the programme, learners facilitate a 5-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

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 Leader. 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 weekend 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) [9.30am - 5.30pm], from November 2020 to June 2021, as per timetable.

In addition, there will be a maximum of 2 Friday evenings [5.30 pm - 7.30pm] group feedback sessions during the year, plus individual progression meetings at the end of your course. All dates will be scheduled and identified on your timetable provided on commencement of the programme, and as provided on www.icppd.com.

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

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

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



Irish Association for Counselling and Psychotherapy

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 is what ego does. It is 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 Shoet

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: €2,750

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

Accreditation: This programme is accredited by the Irish Association for Counselling and Psychotherapy (IACP).

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.*