

Supervision in the Helping Professions

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Peter Hawkins and Aeling McRathen
with contributions from Peter Threlkeld, Andy Rees and Peter Willmott

Supervision In The Helping Professions Individual Group And Organizational Approach

Kenneth Burns



Supervision In The Helping Professions Individual Group And Organizational Approach:

Supervision in the Helping Professions Peter Hawkins, Robin Shohet, 1989 The latest edition of this best selling book on supervision updates and expands the previous two editions with references to the developments and writing in the field over the last six years Since the publication of the previous edition supervision has continued to spread from the professions of counselling psychotherapy and social work into all medical professions and more recently into education coaching mentoring and human resources management This book provides relevant information for people working in all of these fields The seven eyed supervision model which is at the core of the book has been expanded and developed to reflect its use in many professions and different parts of the world The authors have also incorporated view points from other academics who have constructively observed the model The authors have added a number of new approaches models and techniques to this new edition including New techniques for supervising in groups The Clear model for structuring the process of a supervision session How to adapt supervision to learning styles How to use video and interpersonal process recall in training supervisors New material on research and action research in supervision Expansion of the chapter on working transculturally to include analysis of the challenges of working with asylum seekers and refugees The extensively updated and enlarged book provides key reading for professionals across the social care and helping professions as well as those working in Education Coaching and HR Book jacket

EBOOK: Supervision in the Helping Professions Peter Hawkins, Robin Shohet, 2012-07-16 Supervision in the Helping Professions remains a core text in our trainings and we welcome the updates including the increased focus on ethics and diversity the discussion of enabled modes of supervision and the review of research What is so encouraging to students trainers and practitioners is the beginner's mind with which the authors continue to approach the subject their tireless enthusiasm for enquiry and their commitment to the learning edge The launch of this edition coincides with the launch of the first UKCP Professional Register for Supervisors The authors have done much to promote the development of supervision and all future professional trainings in supervision will rely on their wisdom and experience Key words for this edition are sustainability resourcing and deeper levels of self reflection mirroring the movement of our profession which increasingly turns outwards asking how we can effect societal as well as individual change

Tree Staunton Director of Studies Bath Centre for Psychotherapy and Counselling and Chair of the Humanistic and Integrative College of UKCP This book remains a seminal text in supervision In the fourth edition the authors bring a contemporary perspective to bear on supervision with an emphasis on the wider contextual and cultural contexts of our work as supervisors I appreciate above all the fearless compassion with which the authors have addressed the challenges that face us as supervisors in a global culture and at the same time their ongoing stress on integrating the emotional and the rational the personal and the organizational in a very accessible model of supervision Professor Maria Gilbert Metanoia Institute West London This bestselling book provides a comprehensive guide to supervision for professionals across the social care and

helping professions as well as those working in education coaching and human resources Thoroughly updated the book has a new introduction showing how the world context in which helping professions operate has fundamentally changed in the last 25 years and the implications of this for supervision The seven eyed supervision model at the core of the book has been expanded and developed to reflect its use in many professions and different parts of the world The authors also incorporate viewpoints from other academics and practitioners who have commented on the model New to this edition A new chapter on ethics and handling difficult situations in supervision A new chapter and new models of reflective practice New material on training supervisors including the important area of supervision of supervision Revised chapters on group and team supervision with new material on supervising team development and team coaching More case studies of supervision in a wide range of different professions Further practical advice for supervisees on how to recognize contribute to and ask for good supervision With contributions from Judy Ryde and Joan Wilmot

Supervision In The Helping Professions Hawkins, Peter, Shohet, Robin, 2012-07-01 Supervision in the Helping Professions remains a core text in our trainings and we welcome the updates including the increased focus on ethics and diversity the discussion of enabled modes of supervision and the review of research What is so encouraging to students trainers and practitioners is the beginner's mind with which the authors continue to approach the subject their tireless enthusiasm for enquiry and their commitment to the learning edge The launch of this edition coincides with the launch of the first UKCP Professional Register for Supervisors The authors have done much to promote the development of supervision and all future professional trainings in supervision will rely on their wisdom and experience Key words for this edition are sustainability resourcing and deeper levels of self reflection mirroring the movement of our profession which increasingly turns outwards asking how we can effect societal as well as individual change Tree Staunton Director of Studies Bath Centre for Psychotherapy and Counselling and Chair of the Humanistic and Integrative College of UKCP This book remains a seminal text in supervision In the fourth edition the authors bring a contemporary perspective to bear on supervision with an emphasis on the wider contextual and cultural contexts of our work as supervisors I appreciate above all the fearless compassion with which the authors have addressed the challenges that face us as supervisors in a global culture and at the same time their ongoing stress on integrating the emotional and the rational the personal and the organizational in a very accessible model of supervision Professor Maria Gilbert Metanoia Institute West London This bestselling book provides a comprehensive guide to supervision for professionals across the social care and helping professions as well as those working in education coaching and human resources Thoroughly updated the book has a new introduction showing how the world context in which helping professions operate has fundamentally changed in the last 25 years and the implications of this for supervision The seven eyed supervision model at the core of the book has been expanded and developed to reflect its use in many professions and different parts of the world The authors also incorporate viewpoints from other academics and practitioners who have commented on the model New to this edition A new chapter on

ethics and handling difficult situations in supervision A new chapter and new models of reflective practice New material on training supervisors including the important area of supervision of supervision Revised chapters on group and team supervision with new material on supervising team development and team coaching More case studies of supervision in a wide range of different professions Further practical advice for supervisees on how to recognize contribute to and ask for good supervision With contributions from Judy Ryde and Joan Wilmot Principles and Practice of Informal Education Linda Deer Richardson, Mary Wolfe, 2004-11-23 This new and exciting text is aimed at informal educators involved in youth work community work and adult education and health promotion The contributors explore the principles and practice of informal education and focus in particular on the notion of working with which is central to practice in this sector The book argues for an approach which is relevant to a number of professional fields and which focuses on a way of working rather than upon a specific target group The book looks at the role of an educator in informal education and youth work settings Comprehensive and analytical it looks at social cultural and political contexts of education The authors discuss the practical side of teaching from the setting programme planning and communication to activity based work one to one case work formal group work and managing the work load Finally the book analyses developing professional practice the use of line management and supervision and evaluation of work **Training Counselling Supervisors** Elizabeth Holloway, Michael Carroll, 1999-05-28 Experienced supervisors would find it useful to read as a part of their continuous professional development Counselling at Work Highlighting the crucial themes intrinsic to the supervision process this volume offers a varied selection of methods for educating supervisors Experienced international trainers describe how they teach critical elements in the practice of supervision and outline their models for teaching in the context of their practice The book covers a wide range of topics including contracting reflective processes supervision in group and multicultural contexts and evaluation The text is organized to bring continuity across the elements addressed and to heighten awareness *The Wiley International Handbook of Clinical Supervision* C. Edward Watkins, Jr., Derek L. Milne, 2014-06-03 This is the first handbook to examine the theory research and practice of clinical supervision from an international multi disciplinary perspective Focuses on conceptual and research foundations practice foundations core skills measuring competence and supervision perspectives Includes original articles by contributors from around the world including Australia Finland Hong Kong Slovenia South Africa Sweden the United Kingdom and the United States Addresses key aspects of supervision including competency frameworks evidence based practice supervisory alliances qualitative and quantitative assessment diversity sensitive supervision and more Features timely and authoritative coverage of the latest research in the field and novel ideas for clinical practice Solution Focused Therapy for the Helping Professions Barry Winbolt, 2011-06-15 This accessible guide to Solution Focused Brief Therapy SFBT an effective therapeutic approach which focuses on strengths and achievements provides a practical introduction to what SFBT is and how to use it with clients Barry Winbolt leads the reader through the principles techniques

and steps involved in the approach **Working with Serious Mental Illness** Catherine Gamble, Geoff Brennan, 2005-11-21 The eBook version of this title gives you access to the complete book content electronically Evolve eBooks allows you to quickly search the entire book make notes add highlights and study more efficiently Buying other Evolve eBooks titles makes your learning experience even better all of the eBooks will work together on your electronic bookshelf so that you can search across your entire library of Nursing eBooks Please note that this version is the eBook only and does not include the printed textbook Alternatively you can buy the Text and Evolve eBooks Package which gives you the printed book plus the eBook Please scroll down to our Related Titles section to find this title In today's mental health services there is a pressing need for practitioners to place greater emphasis on working with users of services and to use skills that have a sound theoretical basis This book focuses on evidence based practice but reflects that in mental health the best evidence is the personal experience of the user Many publications explore theoretical aspects of service delivery or provide an in depth analysis of specific clinical interventions However how practitioners comprehensively amalgamate theory with their practice is often missing This book fills that gap and seeks to guide plan and suggest down to earth treatment ideas for individuals on a day to day basis Mental health practice focused Full of practical advice user friendly clearly accessible and well designed Reflects user input including a chapter written by a user of mental health services describing their experiences of mental illness Leading contributors from practice Early intervention Supervision Implementation and practice development issues Meaningful activity and recovery Engaging and working with carers Relapse prevention *Coaching with Colleagues* Erik de Haan, 2004-10-27 This is the first serious rigorous book about coaching which is deeply rooted in a long and varied therapeutical tradition and at the same time translates insights from that tradition into clear and crisp models for practical application in modern coaching practice The book refers to well known coaching approaches in business and devotes more attention than usual to internal coaching practices It is a distinct rigorous yet accessible guide to coaching approaches and practice *Counselling and Career Guidance in Asia* Anuradha J. Bakshi, Mantak Yuen, 2023-10-31 The book captures the developments challenges and opportunities in the fields of counselling and career guidance in Asia highlighting issues and concerns that are unique to Asian regions as well as those that are common with other parts of the world This book addresses multiple gaps in the counselling and career guidance literatures it covers Eastern contexts and includes a focus on the distinctive needs of rural communities and those of small states Gender is a prominent theme as well The chapters in the book are diverse in terms of settings and participants topics and segments of the life span The reader can develop insight about the current status of the counselling and career guidance fields in Asian contexts and identify relevant aspects that need change or strengthening The guidelines for policy development that have been suggested in many chapters in this edited volume are of considerable practical value The discussions in the book draw attention to context specific features as well as underscore themes that are recurrent across regions and countries The book has utility therefore for readers from all

countries Counselling and Career Guidance in Asia will be relevant to students and researchers interested in educational psychology counselling psychology vocational psychology career development human learning the learning sciences and psychological research methods in education and psychology The chapters in this book were originally published as a special issue of British Journal of Guidance Counselling

Critical Reflection in Context Jan Fook, Fiona Gardner, 2012 Critical reflection enables practitioners especially those within health and social care to theorise from their own practice improving and developing their work and practising both creatively and professionally This book provides an accessible overview of the influential Fook Gardner Critical Reflection framework for students researchers and professionals It then presents a wide range of illustrative case studies from a variety of different health and social care settings demonstrating how it can be used in effective and innovative practice around the world By highlighting how professionals are actually using the Fook Gardner model of critical reflection it shares practical and resourceful ideas and provides specific theoretical and practical guidelines for use It also further conceptualises and develops the theory of critical reflection by articulating underlying theory used in practice The book also draws out particular issues for how critical reflection might be better practised within organisations and develops a framework for a better understanding of this The book is divided into four parts discussing critical reflection in Professional Practice Supervision and Management Research Education Including an up to date overview of the framework written by Jan Fook this helpful text makes a significant contribution in terms of the practical theorizing of critical reflection It will be of use to health and social care professionals keen to practice creatively and effectively especially those undertaking short courses or further development in supervision critical reflection advanced practice and leadership and management

Trauma and Recovery on War's Border Kathleen Allden, MD, Nancy Murakami, LCSW, 2015-04-07 An increasing number of students and professionals are choosing to travel the globe to engage with the realities of trauma and human suffering through mental health aid But in the field of global mental health good intentions are not enough to ensure good training development and care The risk of harm is real when outsiders deliver mental health aid in culturally inappropriate and otherwise naive ways This book based on the experiences of the co editors and their colleagues at Burma Border Projects BBP a nonprofit organization dedicated to the mental health and psychosocial well being of the displaced people of Burma sets out global mental health theory allied with local perspectives experiences real life challenges strengths and best practices Topics include assessment and intervention protocols vulnerable groups and the special challenges they present and supervision and evaluation programs An introduction by the editors establishes the political and health contexts for the volume Written in a style appropriate for academic audiences and lay readers this book will serve as a fundamental text for clinicians interns volunteers and researchers who work in regions of the world that have suffered the violence of war forced displacement human rights violations poverty and oppression

Musings on the Teacher's Art Luke Strongman, 2018-06-11 This volume explores in twenty one concise chapters perspectives on teaching for the tertiary sector

Divided into three sections Character Context and Conduct this book is written from a practical perspective with up to date scholarly references It provides guiding principles and advice for teachers at the tertiary level In addition it explains ideas such as What makes a good teacher academic freedom student retention and moderation enabling the student and experienced teacher to easily understand complex concepts in teaching and learning As such this accessible extensively researched book will appeal to teachers and learners at any stage in their tertiary study

EPPP Fundamentals, Step One, Second Edition Anne L. Klee, Bret A. Moore, 2018-09-28 Aimed at helping students master the final hurdle to becoming a licensed certified psychologist the second edition of this authoritative content review for the EPPP is expanded to include 20% more content the DSM 5 contributions from esteemed new authors and an easily navigable mobile APP to enhance test taking skills Additional practice questions along with well honed test taking strategies further facilitate exam success Written by expert professors training directors and practitioners in each subject area this affordable resource includes over 320 sample questions in the eight content areas that will be included on the exam The guide goes beyond merely teaching the test with rote memorization by addressing content in a stepwise narrative and review format Questions are included at the end of each chapter to help students gauge mastery of all subject matter New to the Second Edition Expanded with 20% more content Includes detailed and updated diagnostic criteria from DSM 5 Offers contributions by esteemed new authors Delivers additional practice questions randomized for better command of content Updates clinical practice content and theoretical advancements Includes APP for practice anywhere anytime on your mobile device or web browser IOS Android and the web with a powerful simple to use interface APP includes all the high quality content from the book and over 320 practice questions with detailed results showing your strength and weaknesses Key Features Presents an in depth comprehensive content review that goes beyond teaching the test Provides 320 Q As with rationales Written and edited by leading scholars and directors of training Highlights test taking strategies Includes key points to remember and recommended readings for more in depth study Mirrors how doctoral level courses are commonly taught

Social Work Mark Lymbery, Karen Postle, 2007-03-29 This engaging and stimulating book is well placed to become a key text in many student social workers reading lists Journal of Interprofessional Care An excellent book abounding with conceptual insights bursting with research and evidence based reasoning and pretty comprehensive in the spread of topics It contains plenty of though provoking material in nice sized chunks that challenged me to think about my practice in different ways and also made me want to find out more The range of contributors is impressive and students could do a lot worse than digest and reference their work in assignments Professional Social Work a comprehensive account of the issues related to social workers personal development and latest developments in social work practice I have no doubt that this book will provide an invaluable reference guide for social workers who are interested in the development of the profession Social Policy and Social Work SWAP This book is put together in an accessible and engaging way which serves to stimulate the reader by

posing questions and creating opportunities for reflecting on the key learning points of each chapter It should be an essential reading item on the book list of every social work student and act as a training resource to those training future social workers and those already established within the profession Health Social Care in the Community In recent years social work has been devalued by politicians and the media However it requires practitioners equipped with key skills to empower individuals and communities and rooted in values which stimulate them to promote social justice It is heartening that social work educators are at the forefront of equipping social workers with the skills and values to promote a better society This book will open hearts and minds to achieve these ends Bob Holman former Community Worker and Professor of Social Policy

Social Work A Companion to Learning is an exciting and definitive new book that will equip readers with the core knowledge and skills they need to successfully complete their social work training and go on to be an effective practitioner The text takes a holistic and critical approach not only enabling students and practitioners to understand how to practise social work effectively but also how to locate this practice within its societal context Written and edited by leading experts in the field each chapter skilfully explores key themes issues and concepts underpinning social work theory and practice in an engaging authoritative and accessible way The selection of topics serves to establish the contexts through which social work education can best be understood the core requirements and processes that characterise social work courses the issues involved in continuing professional development The chapters comprise a wide range of key issues such as communication skills partnership working the values of social work supervision management law and research mindedness as well as two unique chapters written exclusively from service users perspectives Case studies interactive questions key points and further reading sections are used throughout the book to bring the material to life and aid readers understanding **Social Work A Companion to Learning** will be a core text for students and practitioners at all levels providing the most up to date and comprehensive companion they will need to help them progress in their careers Mark Lymbery has taught social work at the University of Nottingham since 1995 He is the author of *Social Work with Older People* 2005 also published by SAGE Karen Postle is a lecturer in social work at the University of East Anglia Both authors have a background as social work practitioners

Cases on Educational Technology Planning, Design, and Implementation: A Project Management Perspective Benson, Angela D., 2013-06-30 Whether utilizing electronic tools for K 12 classrooms learning management systems in higher education institutions or training and performance improvement for business organizations technology maintains an important aspect in the delivery of education and training in both school and non school settings *Cases on Educational Technology Planning Design and Implementation A Project Management Perspective* provides strategies for addressing the challenges and pitfalls faced when planning designing and implementing learning and educational technology projects The case studies in this publication aim to provide instructors practitioners in K 12 and higher education business managers as well as students interested in implementing education technology projects

Coaching and Mentoring

Supervision: Theory and Practice, 2e Tatiana Bachkirova, Peter Jackson, David Clutterbuck, 2021-06-28 The new edition of this indispensable book provides insights into the role of supervision and a fresh perspective on the fundamentals of the discipline Coaching supervision is now widely recognised as essential to effective coaching and professional development of coaches This book uncovers current research and explains the established ideas for practice It also Contains a comprehensive overview of coaching supervision from both theoretical underpinnings to practical guidance on different perspectives and approaches Allows both students of coaching and experienced coaches to compare approaches and develop their own unique ways of being supervised Supports supervisors in planning their own developmental journey towards a more integrated evidence based practice Includes leading thinkers from across the field and many emerging authorities Coaching and Mentoring Supervision is the definitive text for coaching supervisors supervisees and those working toward qualifications in coaching supervision It will also be of value both to HR professionals and those participating in mentoring programmes This book is a central contribution to the further professional development of coaching and mentoring where supervision should play a central role that cannot be underestimated Reinhard Stelter accred coaching psychologist and Professor of Coaching Psychology at the University of Copenhagen Denmark The overarching strength of this book is the abundance of stimulation justifying this as an essential read on the topic of coaching and mentoring supervision Dr Lise Lewis Founder of Bluesky International provider of EMCC Accredited Coach and Author of Relational Feedback An outstanding book updated to 2021 with contributions from the biggest names in the field and skillfully edited by three of the finest thought leaders in evidenced based practice in coaching supervision This book is an essential read for those interested in coaching supervision whether as a student or as a practitioner Professor Jonathan Passmore Director Henley Centre for Coaching Henley Business School UK This is a well researched and multidisciplinary grounded book by leading authors in the field who offer theoretical and practical knowledge for coaching practitioners to rethink reset and continue their professional development through supervision Charline S Russo EdD Senior Lecturer Organizational Dynamics Program University of Pennsylvania Tatiana Bachkirova is Professor of Coaching Psychology and Co Director of the International Centre for Coaching and Mentoring Studies at Oxford Brookes University UK She is a recognised author international speaker and an active researcher Peter Jackson is Senior Lecturer and Co Director of the International Centre for Coaching and Mentoring Studies at Oxford Brookes University UK His research interests are in embodiment and learning in coaching practice reflective learning and professional development He continues to practice as a coach and supervisor David Clutterbuck is one of the original pioneers of coaching and mentoring Author of more than 70 books he is co founder of the European Mentoring and Coaching Council and visiting professor at four universities and a distinguished fellow of The Conference Board

Listening Visits in Perinatal Mental Health Jane Hanley, 2015-05-15 Listening Visits in Perinatal Mental Health focuses on how women and families suffering from perinatal mental illness can be supported by a wide range of practitioners

Based on the skills of attentive listening it is designed for use by health professionals and support workers concerned with maternal mental health and the mental health of the family This accessible guide Covers the process and progression of perinatal mental health Discusses the types of anxiety and depression which may occur during the perinatal period Examines the impact of maternal mental illness of the infant father and family Explores the available assessment tools such as the EPDS Presents the theories behind the efficacy of listening and counselling skills as well as the evidence which recommends this type of therapy Gives suggestions of alternative therapeutic approaches and further resources to explore around perinatal mental health Emphasises the importance of looking after yourself and making use of supervision and peer support With chapters focused on listening to mothers fathers and infants and paying attention to cultural diversity Listening Visits in Perinatal Mental Health builds on the knowledge that many professionals working with new mothers already have about perinatal mental health It focuses on developing the skills needed to put this knowledge into practice and includes case examples and follow up activities throughout

Clinical Topics in Teaching Psychiatry Sarah Huline-Dickens, Patricia Casey, 2022-12-08 *Clinical Topics in Teaching Psychiatry* draws on classic papers previously published in BJPsych Advances alongside newly commissioned chapters to provide a rich overview of teaching and learning as applied to psychiatry Written by clinicians professors and lecturers the book covers the direct teaching of the specialty through to educational management coaching and mentoring It examines diverse methods of teaching and learning from journal clubs to simulation and gives an updated overview of psychiatry in the foundation programme It covers the challenges faced by trainers in recent times in delivering training virtually through webinars and remote placements Newly commissioned chapters include how to conduct an online literature search writing for learning and publication delivering a good lecture and supporting trainees Accessible throughout the book provides much needed guidance for busy clinicians primarily psychiatrists who are acting as trainers It will also be an invaluable guide for trainees and other mental health professionals

Strengthening the Retention of Child Protection Workers Kenneth Burns, 2012-12 This book examines a key issue in the field of human and social services how to retain workers in child protection and welfare organisations Research over the last decade has highlighted the turnover of these workers as being a pressing and perennial issue that impacts upon service users staff welfare resources and the reputation of this sector This book presents the findings of a study examining social workers retention in child protection and welfare The findings from this study highlights how workers retention is influenced by exchanges relationships with colleagues and managers and this book presents a unique career preference typology which expands our understanding of how workers make decisions to stay or leave based upon their pre conceptions of career pathways post qualification The book also examines findings associated with the employment mobility of these workers within child protection and tracks their next post after leaving which provides some surprising findings regarding how we understand and measure turnover for these workers The book also examines rich qualitative data from these workers experiences of being a

social worker in child protection associated with job satisfaction commitment to child protection and welfare work making a difference quality of supervision autonomy and exchange relationships with peers all of which emerged as important factors in social workers decisions to stay or leave The implications of this study s findings for theory are also explored Kenneth Burns is deputy course director of the Master of Social Work and a research associate with the Institute for Social Science in the 21st Century at University College Cork Ireland

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