

LLEW PROFESSIONAL PRACTICE

Discipline Specific Practice Supervision

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MY OBJECTIVES FOR TODAY

- To introduce Practice Supervision
- To '*infect*' you with some enthusiasm for supervision
- To '*inspire*' you to seek supervision
- To '*instill*' in you a practitioner's growth mindset



ELEPHANTS IN THE ROOM

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What Assumptions
Are We Holding
About Supervision?



TYPES OF PROFESSIONAL SUPERVISION

When discussing supervision, we typically refer to two main types:

- Practice Supervision, which emphasises skill utilisation, and
- Performance Supervision, which centers around role requirements such as KPIs.

Both provide structured frameworks for reflection but accomplish reflection and growth in different ways.



DISCIPLINE SPECIFIC SUPERVISION

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- Offers a unique perspective that traditional supervisors may not possess,
- Plays a crucial role in the development of lived experience professionals,
- Provides guidance and support from an experienced professional who has a similar vantage point.



PEER PERSPECTIVE SUPERVISION

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- Collaborative learning practice enhancing lived experience workforce skills through reflective dialogue,
- Benefits both the lived experience professional and the consumers they serve,
- Provides comprehensive support and growth opportunities,
- Offers a secure space to discuss achievements and setbacks in mastering consumer interactions.



AIM OF SUPERVISION

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- Uphold evidence-informed recovery-oriented practice standards,
- Enhance self-awareness in navigating complexities,
- Foster greater confidence among lived experience workforce team members,
- Promote objectivity in supporting personal recovery in others,
- Enhance individuals' resourcefulness
- Reduce feelings of isolation in service delivery.



FOCUS OF SUPERVISION

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- Enhance 'The Three Cs' –
 - **Competency,**
 - **Capability, and**
 - **Capacity**
- Ensure individuals possess necessary skills for effective support of others,
- Enhance abilities to draw upon lived experience learning,
- Build capacity to handle challenges and adapt to changes.



LIMITS OF SUPERVISION

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- Not designed to replace formal qualifications and training,
- Not intended to resolve serious performance capability concerns,
- Not suitable as a line management replacement.



PRACTICING WITHOUT SUPERVISION

Professionals may lack guidance and feedback to ensure highest quality of service are provided.

Leading to:

- Burnout,
- Moral Injury
- Ethical Violations,
- Skill Stagnations,
- Isolation,
- High Turnover, and
- Client/Consumer Harm.

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BENEFITS OF SUPERVISION

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- *Supports Best Practice Approach*
- *Develops Professional Skills*
- *Expands Perspective*
- *Identifies Blind Spots*
- *Risks Identified Early*
- *Manages Ethical Dilemma's*
- *Increases Job Satisfaction*
- *Reduces Moral Injury*
- *Improves Self-Awareness*
- *Personal & Professional Growth*
- *Enhances Wellbeing*

Grows Lived Experience Leaders



SUPERVISION FORMATS

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- Formal & Informal
- One to one
- Group Facilitated
- Reflective Exploration and Learning
- Mentoring Focused
- Coaching Framework
- Peer Individual
- Peer Group



FINDING THE RIGHT EXTERNAL SUPERVISOR

- Identify your specific goals & what you hope to achieve through supervision,
- Seek recommendations,
 - colleagues, professional networks, organisations (e.g., *CMHL*, *EMHSCA*)
- Research potential supervisors,
 - qualifications, areas of expertise, and supervisory style
- Schedule a consultation & ask questions,
- Trust your instincts



PREPARING FOR SUPERVISION

Start and maintain a practice reflection journal

- Reflective journals focus on:
 - challenges,
 - beliefs,
 - assumptions,
 - attitudes
 - strategies, and
 - insights/discoveries

Bring your practice journal to supervision

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QUESTIONS & REFLECTIONS

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What Elephants Are
Still In The Room?



THANK YOU

Peer Visioning offers professional coaching services by ICF credentialed professional coaches. We provide discipline specific professional coaching, supervision & leadership development for LLE professionals as well as NDIS advocacy & coaching support.

We believe that every individual has the potential to achieve greatness.

Our mission is to unlock the potential of others through guided support, actionable insights, and continuous motivation.

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