LLEW PROFESSIONAL PRACTICE

PEER VISIONING



COACHING

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**

What Assumptions

Are We Holding

About Supervision?



#### PEER VISIONING COACHING

## TYPES OF PROFESSIONAL SUPERVISION

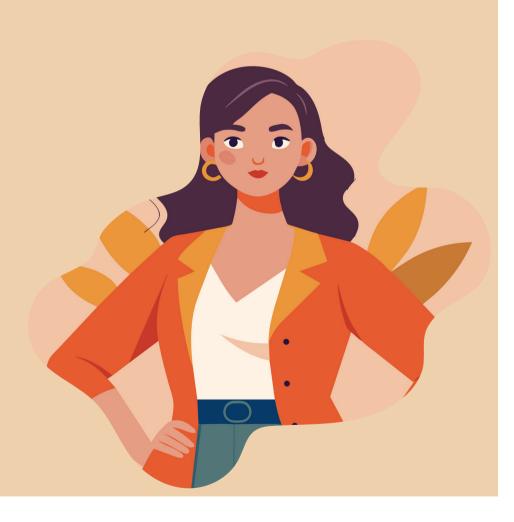
When discussing supervision, we typically refer to two main types:

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

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



- Offers a unique perspective that traditional supervisors may not posses,
- 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.



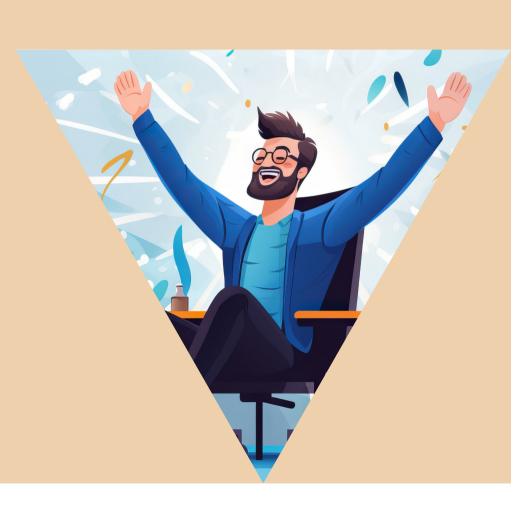
### PEER PERSPECTIVE SUPERVISION

- 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.



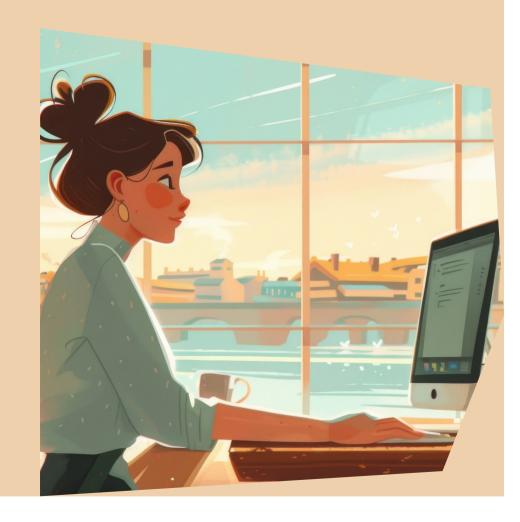
#### **AIM OF SUPERVISION**

- 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**

- Enhance 'The Three Cs' -
  - Competency,
  - o 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**

- 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.



**BENEFITS OF SUPERVISION** 

- 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** 

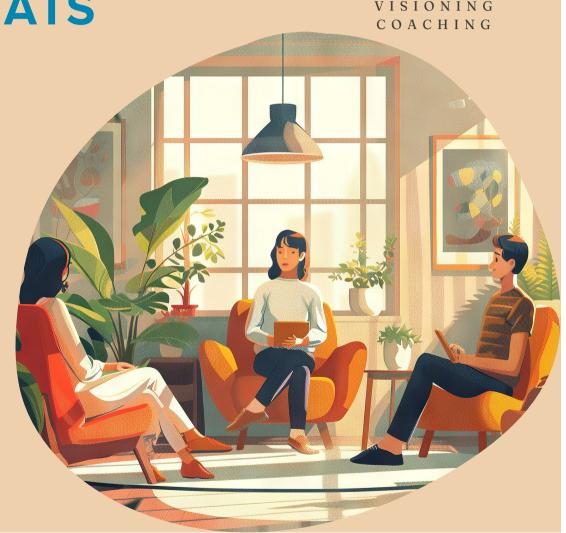


PEER

**SUPERVISION FORMATS** 

PEER VISIONING

- 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:
  - o challenges,
  - o beliefs,
  - assumptions,
  - attitudes
  - o strategies, and
  - insights/discoveries

Bring your practice journal to supervision



## QUESTIONS & REFLECTIONS

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.

Connect with us online: <a href="mailto:peervisioning.com.au">peervisioning.com.au</a> / 0410 122 954















