



Professional Training in Supervision

Cross-Professional Supervision and the Wisdom Model

An Croí Wisdom Institute offers a professional training for practitioners from across professions in SUPERVISION, with key master practitioner and experienced leading trainer in the field, Dr. Geraldine Holton who established Ireland's first masters programme in supervision and is founding president of the Supervisors Association of Ireland, co-author of *The Soul of Supervision* and co-founder of An Croí Wisdom Institute.

This is the core training institute in which the majority of our national organisation members qualify through.

What is a Professional Diploma?

A professional diploma is a practitioner award that is recognised by relevant professional bodies. The Professional Diploma in Cross-Professional Supervision at An Croí Wisdom Institute is a professional training programme for experienced practitioners that is recognised by the Supervisors Association of Ireland (SAI) and meets the requirements for full membership of that organisation and the European Association for Supervision and Coaching. Qualified graduates of the programme have been accredited as supervisors by other professional bodies including the Irish Association of Counselling and Psychotherapy (IACP), and the National Association of Pastoral Counselling and Psychotherapy (NAPCP).

Ireland's perspective on supervision.

What is Supervision?

Supervision is a process which provides an opportunity for those in the helping professions and increasingly those in business, to reflect on their work as practitioners. It is a learning relationship that fosters healthy work practices and can enhance work satisfaction and reduce the risk of burn-out, by providing a

safe container for reflective practice where supervisees can explore issues and discover new ways with the support of a trained supervisor. The three main functions of the supervisory process are 1) Educational, 2) Supportive and 3) Managerial, which is the 'community of practice' dimension that ensures that standards are maintained.

What is a Cross-Professional Supervision?

The term 'cross-professional supervision' was first coined by Dr. Geraldine Holton. She devised and delivered Ireland's first masters programme in supervisory practice and it was this unique training programme, that comprised of participants from across the helping professions, that provided the research ground, for more than a decade, for the development of a generic and integrative model of supervision which she later termed 'cross-professional supervision'. Practitioners from across a variety of helping professions, including practitioners from healthcare, social work, counselling/psychotherapy, psychology, education, leadership, security work, spiritual practitioners, complimentary therapy and carers, participated in a learning group, in a training that would equip them to work as supervisors across professions. This was very innovative at that time when uni-professional supervision was the norm and has contributed to the recognition of supervision as a profession 'in its own right' with a set of tasks and skills that are transferable across professions. Research was conducted on this learning group out of which the cross-professional approach and Wisdom Model developed.

What is the Wisdom Supervision Model?

Dr. Holton builds on the work of Dr. Michael Carrol, Dr. Maureen Conroy and Dr. Tobin Hart among others, to develop a theoretically and technically integrative and generic model, rooted in transformational learning theory, different ways of knowing, contemplative psychology and reflexivity. Theory and practice is brought together in the core principles of Collaborative, Contemplative, Creative and Compassionate, all of which focus on a way of being as a supervisor and these comprise the key elements of the approach and the model that honours the wisdom generated in the supervisory relationship and names the 'wisdom task' as an additional task for attention in supervision which deals with what might be referred to as the 'soul space'.

Programme Content

- **Supervision Models. Approaches, Theories and Frameworks**

The training engages with a variety of models, approaches, theories and frameworks that include clinical supervision, psychotherapy and counselling-based models, developmental and Integrative models. The grounding approach and model of the training programme, based on Dr. Holton's research, is Cross-Professional Supervision and the Wisdom Model. Throughout the programme participants are assisted in developing a personal supervisory orientation and personal philosophy of supervision which is grounded in the programme's theory and practice and is presented in the format of a professional learning portfolio.

- **The Supervisory Process and Ethical Supervision**

The programme provides practical training in the tasks and skills involved in supervision and provides an opportunity to learn how to work with creative modalities and to practice skills under supervision. Participants engage with the theory and skills necessary for one to one supervision, group supervision and organisational supervision. Attention is given to ethical considerations, codes of practice and developing frameworks for ethical decision making.

- **Learning to Supervise**

Practitioner training and experience is developed through practice in the learning group, external practice under supervision and participating in on-going external supervision for the duration of the programme. The professional learning portfolio is a key component of the programme that brings together the learning and focuses on developing a philosophy of supervision, reflective and professional practices and creative expression.

Course Commitment.

- The programme involves 100 contact hours.

Learning Environment

In keeping with the underlying philosophy of the programme, the learning environment fosters transformational learning and seeking wisdom while attending to different ways of knowing in an atmosphere of hospitality and collaborative learning.

Wisdom Supervision seeks in a creative way to support a practitioner's competency, effectiveness, and restoration by providing a holding space for reflective learning that also engages a variety of creative modalities.

Blending theory and practice the training provides foundations necessary for supervising others in a variety of settings and contexts. The programme engages trainees in creative modalities and invites the whole person into the learning environment, engaging the affective, intuitive, thinking, physical and spiritual self. Cognisant of best practice and accreditation requirements, this training programme is grounded in the experience of being a trainee supervisor working with supervisees under supervision.

During the programme participants are required to complete assignments which are submitted in a variety of formats and may include: a book/ conference report, essay, creative presentation with supporting documentation, reflection exercises, case study, verbatim, and a professional portfolio.

SATISFACTORY COMPLETION OF THE FOLLOWING COMPONENTS.

- Satisfactory completion of written assignments in a variety of formats.
- Satisfactory level of competence in on-going assessment of skills.
- Personal integration through, integration/learning journal/portfolio, and engagement in one-to-one and group supervision, and the process of supervision both as supervisor and supervisee.

Learner Profile.

This training is suitable for practitioners from across the helping professions such as social care, counselling/psychotherapy, nursing, education, expressive arts, spiritual and pastoral practitioners. It is also suitable for trained supervisors who wish to learn more about 'Wisdom Supervision' and a Cross-Professional Supervision (CPS) approach. Candidates will normally have a minimum of five years experience in a helping relationship, or related leadership or teamwork.

The programme aims to:

- Enable participants to acquire a critical awareness and insight into the practice of supervision in various settings
- Facilitate participants in acquiring a sound skills base and an advanced understanding of the complex processes of supervision congruent with them through the art of reflexivity and creative critical thinking
- Challenge participants to develop and articulate their own theoretically grounded approach to the art of supervision
- Encourage participants to evaluate critically the scholarship related to supervisory practice
- Provide continuing professional development for those already trained in supervision who wish to up-skill
- Train participants in the theory, skills and approaches to effective Supervision, discover what is unique to Wisdom Supervision and a Cross-Professional approach and introduce creative modalities for supervision.

Becoming a member of our national organisation.

- To help promote high standards and best practice amongst our members any supervisor wishing to join our national organisation has to have trained via an SAI recognised core training course. Our membership committee ensures that potential members meet the SAI criteria.
- Applicants must formally accept and abide by the SAI code of ethics.
- Applicants are required to give evidence of having completed 50 hours of supervised practice.
- A completed SAI supervisor report must be submitted.

Continued Professional Development.

“SAI responds to the on-going developmental needs and research in the area of the supervisory practice for both supervisees, supervisors and trainers through annual conferences, CPD workshops, networking, active research and annual publication of Ireland's first journal in supervision” SAI.

The core of wisdom supervision is rooted in transformational learning theory and reflective practice. It involves learning to be present, conversational, collaborative, specific, creative and wise in order to maintain professional standards and to ensure practitioner's competency and effectiveness.” Dr. Geraldine Holton The Soul of Supervision

**SAI: Supervisors Association of
Ireland**

Reference: Droichead, An Croi
Wisdom Institute,
<http://www.saivision.ie>

The Soul of Supervision

Dr Geraldine Holton

Carmel Boyle

**Members in Ireland, England,
Wales, Scotland, USA, Canada,
Myanmar, India**