

# Supervision training

## for managers

Duration: 3 days

Group size: 12-14  
participants per training

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***Supervision supports the delivery of high-quality services to children and families.***

Good quality supervision keeps organisations in touch with the work on the ground. It helps staff to focus on the quality of their practice, whilst offering them support and an arena to ask questions or raise concerns.

This training aims to generate positive relationships between supervisor and supervisee and, through these, to inspire and motivate staff in their work.

The *supervision training for managers* programme is based on the Tony Morrison model of supervision in social care. His book, *Staff Supervision in Social Care*, is the standard text on supervision. He was key to the development of a UK training programme aimed at improving the quality of supervision.

### Training Outcomes

Participants will be able to:

- Identify key features, functions and benefits of supervision
- Use and review a supervision contract
- Apply the Kolb Cycle and feedback in supervision
- Identify the impact of power, authority and heightened emotions (anxiety) on the supervision process
- Identify the impact of organisational culture on supervision
- Apply skills to address issues of blocked performance

Training will be delivered using a range of participative methods such as power point presentation, brainstorms, small group discussion and role play.

**Participants will be expected to complete an assignment between day two and three of the training.**