



# Advancing supervision: Managers and Senior Practitioners applying the Family Partnership Model

This course is designed for senior practitioners, supervisors and managers who are very familiar with the Family Partnership Model and may have completed the Foundation Training. This course prepares the supervisor to apply the Family Partnership Model to a number of supervisory relationships, including working with staff across educative, managerial and supportive domains of clinical work. A number of evidence based theories are explored to enhance and deepen FPM practice as applied in the roles of supervisor and/or manager, increasing the likelihood of congruence across the organisation. The benefits include increased ability to manage staff and change, increased shared framework, language and outcomes across organisations.

## Day 1

- Review of Family Partnership Model and use of Reflective Practice Sheets (seminar, reflective exercise)
- My experiences of supervision (reflective exercise)
- Supervision: What is it? What are the desired functions (adaptation of Proctor's model) and outcomes? (seminar)
- SWOT of current supervision practice in relation to the normative, formative and restorative functions of supervision (reflective exercise)

## Day 2

- The key components of supervision: A Family Partnership Supervision Model
- Characteristics of successful supervision (seminar)
- Rights and responsibilities of the Supervisee, Supervisor and Organisation (seminar)
- Building a purposeful supervision relationship: contracting (guided demonstration, practice session)
- Using the FPM Reflective Practice Handbook (reflective exercise, practice session)

## Day 3

- Constructs and characteristics of an effective Supervisor (seminar)
- My qualities & skills (reflective exercise)



- Role theory and its significance for Supervisor development (seminar)
- Developing my effective supervisor role (reflective exercise, practice session)
- Construing and understanding problems in supervision: a model of interaction (seminar)
- Helping supervisees change (guided demonstration, practice session)

#### Day 4

- Applying FPM to Case Management and Case Formulation (seminar, guided demonstration)
- Putting it into practice – Skills Practice using FPM in Case Management/Formulation (reflective exercise, practice session)
- Using the Reflective Practice Handbook to review practice session
- Applications of FPM supervision (guided interview of group supervision)

#### Day 5

- Pulling it all together: 60 minute supervision practice session drawing together skills and learning opportunities (practice session)
- Review the major frameworks of the course (seminar)
- Ending

#### Recommended Reading

Bond & Holland. (1999) *Skills of Clinical Supervision for Nurses*. London: Open University Press  
Children's Workforce Development Council & Skills for Care (2007) *Providing Effective Supervision*. Leeds

Davis & Day. (2010). *Working in Partnership with Parents: The Family Partnership Model*.

Harper & Moss (2003) *A different kind of chemistry? Reformulating 'formulation'*. *Clinical Psychology*, 25, 6-10.

Hawkins, P & Shohet, R (2006). *Supervision in the Helping Professions*. London: Open University Press

Hess, AK. (ed.) (1980) *Psychotherapy in Supervision: Theory Research and Practice*. New York: Wiley

Thwaites, R (2007). *Conceptualizing Empathy in Cognitive Behaviour Therapy: Making the Implicit Explicit*.

*Behavioural and Cognitive Psychotherapy*, 2007, 35, 591-612