

SIHR

APPLYING PSYCHODYNAMIC THINKING TO SUPERVISION IN THE CARING PROFESSIONS



A modular course in 2008

SIHR

The Scottish Institute of Human Relations
- *understanding people* -

Applying Psychodynamic Thinking to Supervision in the Caring Professions

This course aims to translate psychodynamic and systemic ideas about supervision into practical tools for professionals in the health service, education, social services, voluntary and faith organisations, and in other contexts.

Those supervising the caring work of others in the helping professions are often subject to immense emotional stress. Experienced workers in a range of settings (social workers, nurses, teachers, psychologists, doctors and so on) are often asked to supervise the work of others in their field. They are expected to understand and work with the emotional impact of the work on their colleagues, without themselves losing touch with their own compassion, their authority, their reason and with their shared ethical framework. People often struggle with what can seem like irreconcilable demands of management responsibilities on the one hand and the emotional struggle of the supervisee on the other.

This course aims to help make sense of these emotional experiences and learn from them rather than just to suffer them or worry about them. The course provides a place in which the feelings aroused in both worker and supervisor by the work are considered to have informational value, often unconscious, which can shed light on both therapeutic and supervisory processes and the contract which contains them. It considers how these processes can be used to enable rather than block the interactions, within the one to one relationship, within groups and within whole institutions.

Core Course Structure and Content

This course is structured into three consecutive 4-day modules.

Module 1

We shall introduce the psychodynamic way of thinking about supervision through the 'supervisory triangle' and related unconscious processes. Effective and ethical supervisory contracting within a professional context will be considered right from the beginning.

We will also explore the development of the supervisory relationship and the changing use of 'projected' power and authority.

Module 1 is the introduction to the psychodynamic way of thinking, and is also the foundation for the whole course.

Module 2

Module 2 goes on to explore further aspects of the supervisory relationship such as; the Interfaces between Supervision and Training and between Supervision and Therapy / Counselling; Resistance in Supervision; the Uses and Abuses of Power and Authority in Supervision; and Supervision in relation to an 'Ethical Framework' in this case for BACP.

Module 3

Ethics and the supervisory contract will here be considered in greater depth particularly within the context of institutions and groups (both supervision in groups as well as the supervision of group work). This in turn will link with organisational areas of practice in the NHS, Work Place Counselling, Student Counselling, Social Work, Volunteer settings etc. and will deepen the practical application of the work through a greater understanding of institutional dynamics.

These three modules, with their in-built peer and tutor assessments, will constitute a CPD training in Psychodynamic Supervision, validated by SIHR and its External Consultant.

Learning Methods

The psychodynamic theory informing the above elements of the course (e.g. unconscious and conscious processes, effective contracting, institutional dynamics) will be given in theory seminars with discussion and will, ideally, be modelled in the course approach. There will be an opportunity to practice live supervision in small groups of no more than 4 ('Quartets'), with reflection on how theory applies to practice. A 'consultancy group' will then provide a chance for each person to present their own supervisory work to a small peer group acting as consultants. The learning days are intensive and there will be some large-group time at the end of each day to begin processing the learning.

Core Course Staff

Course Leader, Susie Lendrum, trained as an adult psychotherapist in the University of Sheffield, Department of Psychiatry from 1981-1985 and as a Psychodynamic Supervisor from 1989-1990 with the Westminster Pastoral Foundation. With considerable experience in supervisory practice, she has now run Supervision Courses for WPF and other organisations in Birmingham, Manchester, Liverpool and Edinburgh and has contributed to Supervision Training in other places. Her book *Gift of Tears; Loss and Bereavement in Counselling and*

Psychotherapy (1992, re-edited in 2004 Routledge, London) has a chapter on Supervision which has also been published in Clarkson's *Supervision; Psychoanalytic and Jungian Perspectives* (1998, Whurr Publishers, London). She was involved in creating the Ethical Framework for Good Practice in Counselling and Psychotherapy for BACP and is accredited both with BACP and UKCP (Analytic Section)

She currently works as a psychotherapist, trainer and supervisor in Edinburgh and has a particular interest in the dynamics of the supervisory relationship in a range of contexts and settings.

Ray Little, works as an adult psychotherapist in private practice. He is a UKCP registered psychotherapist, qualifying in 1993, having qualified as a counsellor in 1984. Ray supervises counsellors and psychotherapists in Edinburgh and London and recently became a member of the teaching staff of the SIHR Supervisory Training Group, having completed the course in 2006. Ray has been supervising counsellors and psychotherapists for over ten years and currently facilitates professional development seminars in both Edinburgh and London. He has published several articles focusing on the integration of humanistic and psychodynamic theory.

Course Information

It is envisaged that all three modules will take place in SIHR Edinburgh on Wednesdays from 10.15am-4.15pm, starting on 9 January 2008.

Introductory Module 1: Wednesdays, 9 and 23 January, 6 and 20 February 2008
Module 2: Wednesdays, 5 and 19 March, and 2 and 16th April 2008
Module 3: Wednesdays, 14 and 28 May and 11 and 25 June 2008

Cost £485 per module

Please note that course fee invoices will be sent out with acceptance of applications/offer of place letters with payment due no later than the mid point of the course. The closing date for receipt of completed application forms for Module 1 is **5 December 2007**.

Applications

Please complete and return the enclosed application form.



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Founded as an education trust in 1971, The Scottish Institute of Human Relations (SIHR) is a national resource that provides educational programmes and services. A national charity, it has premises in Edinburgh and Glasgow, with a wide network of practitioners and members.

Why choose SIHR?

Understanding human relationships is central to emotional health and well-being, but sustaining and applying that understanding in the work of promoting mental health or social well-being is very demanding. SIHR, in its role as an educational charity, develops and delivers courses and services for people who respond to such demands in their professional lives.

Our courses and services translate psychoanalytic, psychodynamic and systemic ideas into practical tools for professionals in the health service, voluntary and faith organisations, and education and social services.

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