

# Clinical Supervision

Confidently Manage Risk, Ethical Dilemmas  
and the Most Difficult Scenarios  
You'll Face as a Supervisor



You've worked hard as a professional, developing clinical skills and intuition that have been invaluable. You're ready to step into your next role: clinical supervisor. But being a good clinician isn't enough to guarantee you'll be a competent supervisor. Do you have the knowledge, skills and attitude to provide effective and ethical supervision?

Or maybe you're already a clinical supervisor and your supervision has started feeling outdated, monotonous and boring. You find yourself going through the motions; supervising new clinicians just isn't as rewarding as it once was. You're left searching for ways to breathe new life into your practice.

Attend this experiential, in-depth seminar that digs deep into the supervisory process, answers your questions about ethical issues, risk and liability, and prepares you to master the art and science of clinical supervision.

**This workshop is specifically designed to teach you how to proactively handle and confidently address the most difficult issues faced by clinical supervisors today. You'll learn:**

- How to write a solid Informed Consent Contract for supervision
- 20 practical prevention strategies to avoid problems BEFORE they occur
- Tactics for giving difficult or uncomfortable feedback
- Strategies for managing an impaired or unethical supervisee
- How to protect your license – avoid common pitfalls that lead to legal and ethical dilemmas

Sign up today for this interactive, experiential seminar that answers your questions and leaves you feeling inspired to provide comprehensive, ethical supervision to the next generation of clinicians!

## Live Webcast Details and Live Webcast Continuing Education Credit Information

**Join us on August 26 & 27, 2019, for this live, interactive webcast!** Invite your entire office and, like a live seminar, "attend" the webcast at its scheduled time. It's easy and convenient! Webcasts provide everything you need for a premier educational experience including real-time video and audio of the speaker. See and hear the speaker, ask questions via email and have them answered during the webcast, and watch the slides all on your computer screen. Seminar materials are available for download. One CE Certificate is included. Certificates of Completion can be printed after completing and passing the on-line post-test evaluation. Additional certificates are available for \$79.99 USD per participant. Please see "live seminar schedule" for full attendance start and end times. NOTE: Boards do not allow credit for breaks or lunch. For CE information for the live webcast, please visit: [www.pesi.com/webcast/72599](http://www.pesi.com/webcast/72599)

### Target Audience:

Counselors • Social Workers • Psychologists • Case Managers • Addiction Counselors  
Marriage & Family Therapists • Psychotherapists • Other Mental Health Professionals

## Speaker

**George B. Haarman, PsyD, LMFT**, is a Licensed Clinical Psychologist and a Licensed Marriage and Family Therapist with over 40 years of experience working in a variety of settings, including private practice, youth detention centers, juvenile group homes, child protective services, and juvenile probation. In addition to his private practice, Dr. Haarman has provided clinical supervision as well as consultation about clinical supervision for over 25 years. He is a national speaker on clinical supervision, depression, school refusal, ADHD, emotional disorders in children and adults and the DSM-5®. He is the author of three books: *Clinical Supervision: Legal, Ethical, and Risk Management Issues*, *School Refusal: Children Who Can't or Won't Go to School*, and *Mastering DSM-5®*. Dr. Haarman received his doctorate in clinical psychology from Spalding University in 1989. He has been an instructor at Jefferson Community College, Bellarmine University, and Spalding University. Dr. Haarman also serves as a consultant to several school systems regarding the assessment of children. He has provided extensive administrative support of direct line workers, supervisors and program managers.

Speaker Disclosure:

Financial: George Haarman is in private practice. He receives a speaking honorarium from PESI, Inc.

Non-financial: George Haarman is a member of the American Psychological Association; and the Kentucky Psychological Association.

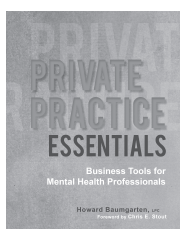
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### 150 More Group Therapy Activities & TIPS

By Judith A. Belmont, MS, NCC, LPC

A treasure chest of hands-on and easy-to-use handouts, activities, worksheets, mini-lessons and quizzes that help clients develop effective life skills. Interactive strategies for leading successful group experiences, including DBT, CBT, ACT and positive psychology-inspired resources. Over 100 reproducible handouts and worksheets.

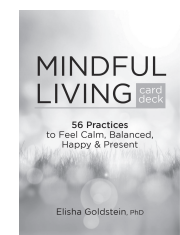


### Private Practice Essentials:

*Business Tools for Mental Health Professionals*

By Howard Baumgarten, MA, LPC

*Private Practice Essentials* is an innovative, practical guide and workbook for creating business and clinical success in your counseling and therapy practice. You'll be guided through numerous exercises that provide a solid and personalized plan with realistic and attainable goals. It's like having a professional business consultant right at your fingertips, including 75+ reproducible worksheets, forms and exercises.



### Mindful Living Card Deck:

*56 Practices to Feel Calm, Balanced, Happy & Present*

By Elisha Goldstein, Ph.D.

At home and at work, science has shown that developing certain simple strengths can significantly improve your mood, relationships, resiliency and quality of life. Why not give it a try?

Here are 56 cards that offer simple and easy-to-do daily practices. Integrate them into your life and you can have powerful results and uncover sustainable happiness. Plus-six bonus mindful living meditations to help you relax, focus, grow joy and boost your brain power!

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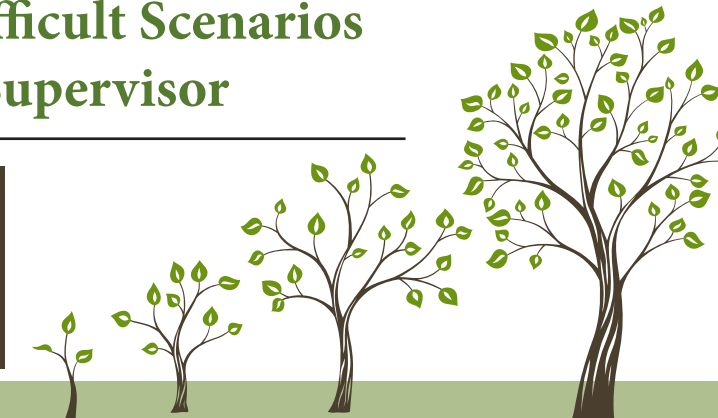
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You'll Face as a Supervisor

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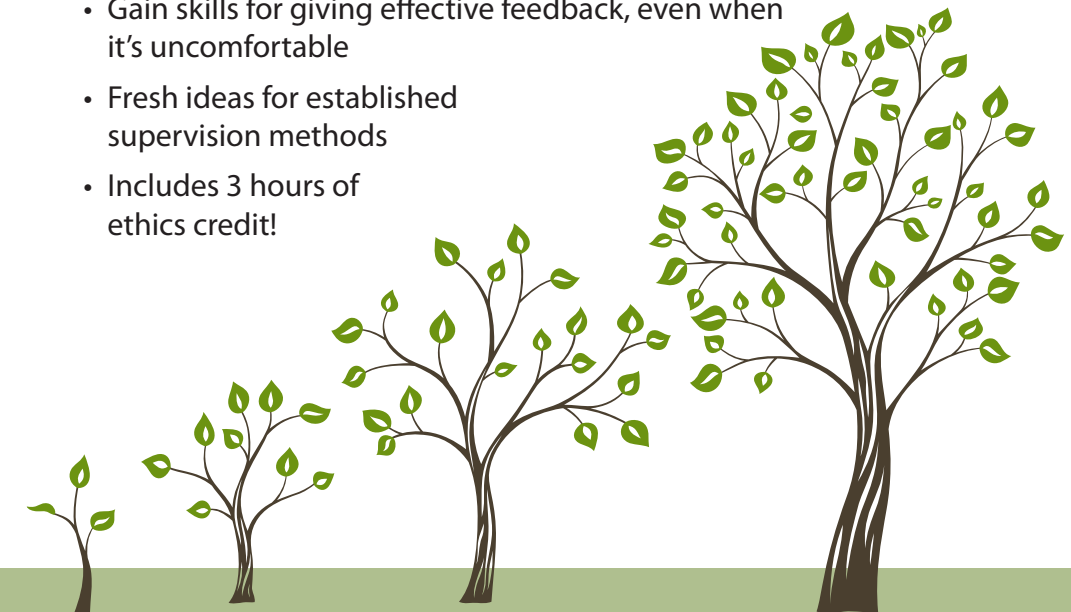
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## 2-DAY INTENSIVE COURSE

# Clinical Supervision

Confidently Manage Risk, Ethical  
Dilemmas and the Most Difficult  
Scenarios You'll Face as a Supervisor

- Go beyond the basics - dig deep into the supervisory process
- Protect your license and livelihood
- Gain skills for giving effective feedback, even when it's uncomfortable
- Fresh ideas for established supervision methods
- Includes 3 hours of ethics credit!



Phoenix, AZ - or - **Live Video Webcast**  
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Outline

Getting Started: How to Optimize the Initial Supervision Sessions

Establish roles and responsibilities

How to write a comprehensive Informed Consent Agreement and Supervisory Contract

Setting clear expectations for supervision

Documentation: If it’s not in writing, it didn’t happen

Types of supervision: Individual, group, team, peer, case consultation

Practice Exercise: Writing a Supervisory Contract for Ned Newbie

The Supervisory Alliance: Building a Foundation for Everyone’s Success

10 myths about clinical supervision

Supervision versus consultation

Must-have knowledge, skills and attitude of the competent supervisor

10 factors contributing to the “Best” and “Worst” supervisors

The Supervisee’s Bill of Rights

The building blocks of effective supervision:

- Competence
- Diversity
- Supervisee relationship
- Professionalism
- Assessment/Evaluation/Feedback

Practice Exercise: Competency-Based Supervisor Self-Assessment

Models of Clinical Supervision: Find the Right Fit for You and Your Setting

Administrative versus clinical supervision

Models of supervision:

- The “No-Model” Model
- Apprentice-Master
- Expert
- One-Size-Fits-All
- Psychotherapy-Based
- Parallel Process

- Interactional
- Relationship
- Developmental
- Holistic

The Evaluation Process: The Key to Effective Supervision

Legal and ethical implications

Formats, methods, and techniques

Formative evaluation versus summative evaluation

6 steps for handling a negative evaluation

Give Effective Feedback: Having Hard Conversations

6 guiding principles for giving feedback

How to structure constructive feedback

Improve your constructive feedback skills

“Unhelpful” constructive feedback

Practice Exercise: Role Play—The Supervisor from Hell Provides Feedback to the Problematic Supervisee

Practice Exercise: Role Play—The Constructive and Effective Supervisor Meets the Open Supervisee with an Issue

When Problems Arise: Resolving Supervisor/Supervisee Tensions

The 8,000 pound elephant in the room

20 practical prevention strategies to avoid problems

Common problems in supervision

How to assess for supervisee limitations and impairment

Strategies for dealing with an impaired supervisee

Impairment and gatekeeping

How to write a Professional Development Plan

Practice Exercise: Writing a Performance Improvement Plan for Peter Problematica

Cultural Competence: Proactive Treatment of Cultural Differences

When the supervisor-supervisee dyad is impacted

Methods for introducing the topic of multicultural differences

A continuum of cultural competence

Cultural humility

Ethical and Legal Issues in Supervision: Protect Yourself, Your License, Your Agency and Your Client

Legal primer for mental health practitioners

Standard of care for supervision

Supervisory negligence/malpractice

Who’s responsible? Direct and vicarious liability

10 activities required for ethical supervision

Core ethical principles

Supervisory ethical violations

Major ethical issues related to supervision

- Competence
- Due process
- Informed consent
- Confidentiality
- Multiple/Dual relationships
- And more!

Boundary crossings versus boundary violations

Sexual misconduct

Social boundaries: Factors to consider

Limitations of the Research and Potential Risks

Objectives

1. Establish best practices for providing clinical supervision, including the use of a written supervisory contract and thorough documentation procedures.
2. Compare and contrast various models of clinical supervision, including advantages and disadvantages of each, and ascertain how each may be applied to the practice of clinical supervision.
3. Summarize the six building blocks of providing competent supervision.
4. Conduct a self-assessment of your competencies as a supervisor.
5. Develop an effective supervisory contract with measurable goals and objectives.
6. Demonstrate the use of constructive feedback strategies as they relate to clinical supervision practices.
7. Utilize various observation methods for the purpose of providing ongoing feedback for supervisees to improve their clinical skills.
8. Establish standards for identifying and addressing cultural or contextual bias within both the supervisory and the therapeutic relationship and developing “cultural humility.”
9. Assess the advantages and disadvantages of various formats and methods for supervision
10. Improve your ability to provide constructive feedback to supervisees.
11. Recognize the key legal issues and risks involved in being a clinical supervisor, particularly vicarious liability.
12. Articulate the major ethical issues involving supervision including: Competence, due process, informed consent, confidentiality, and multiple/dual relationships

Live Seminar & Webcast Schedule

(each day) (Times Listed in Mountain)

7:30 Registration/Morning Coffee & Tea

8:00 Program begins

11:50-1:00 Lunch (on your own)

4:00 Program ends

There will be two 15-min breaks (mid-morning & mid-afternoon). Actual lunch and break start times are at the discretion of the speaker. A more detailed schedule is available upon request.

Questions?

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If your profession is not listed, please contact your licensing board to determine your continuing education requirements and check for reciprocal approval. For other credit inquiries not specified below, or questions on home study credit availability, please contact cepses@pesi.com or 800-844-8260 before the event.

Materials that are included in this course may include interventions and modalities that are beyond the authorized practice of mental health professionals. As a licensed professional, you are responsible for reviewing the scope of practice, including activities that are defined in law as beyond the boundaries of practice in accordance with and in compliance with your profession's standards.

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