

# 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

Six 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: Resolve Supervisor/Supervisee Tensions

The 8000 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  
Ten 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

**Live Webcast Schedule (Both days)**  
(Times listed in Central)  
**8:00** Program begins  
**11:50-1:00** Lunch Break  
**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.

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

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# CLINICAL SUPERVISION

Providing Effective Supervision, Navigating Ethical Issues  
and Managing Risk

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# Clinical Supervision

Providing Effective Supervision, Navigating Ethical Issues and Managing Risk

This two-day course was developed for experienced, post-graduate, licensed clinicians who are interested in or have been providing clinical supervision. It is an intermediate level course designed to introduce practitioners to best practices for providing clinical supervision. The presentation reviews models of clinical supervision and discusses the advantages and disadvantages of each model, details building blocks for the provision of competent supervision, discusses individual versus group supervision, suggests various observation models to enhance feedback and demonstrates constructive feedback strategies. As supervision is often a multicultural experience, potential supervisors are taught to identify personal values, bias and expectations and utilize skills, techniques and strategies for supervising diverse populations. Every discipline recognizes the importance of clinical supervision in training new practitioners and has established specific guidelines related to supervision, this course reviews the major ethical issues involved in supervision, discusses key legal issues associated with supervision and provides specific risk management strategies to address these ethical and legal issues.

This experiential, in-depth seminar details the supervisory process, answers your questions about ethical issues, risk and liability, and prepares you to deliver competent clinical supervision.

## 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. Dr. Haarman completed basic and advanced supervisor training required by the Kentucky Board of Psychology Examiners and maintains approval by the Board to act as a supervisor. In his private practice, Dr. Haarman has provided clinical supervision to clinical and counseling practicum students as well as consultation about clinical supervision to psychologists 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.

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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