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

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4:00 Program ends
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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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