

# 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

**Live Webinar 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.

## 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

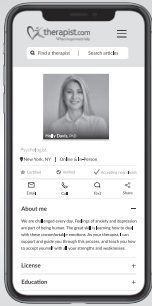

## Ethical and Legal Issues in Supervision: Protect Yourself, Your License, Your Agency and Your Client

- 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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# 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.

## Target Audience:

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



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## Meet Your 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: Dr. George Haarman maintains a private practice and is adjunct faculty at Spalding University, Jefferson Community College, and Bellarmine University. He receives royalties as a published author. Dr. Haarman receives a speaking honorarium and recording royalties from PESI, Inc. He has no relevant financial relationships with ineligible organizations.

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

## CE CREDITS AVAILABLE FOR LIVE WEBINAR

This continuing education activity is designed to meet state board requirements for the following professionals: **Addiction Counselors, Counselors, Marriage and Family Therapists, Psychologists, Physicians, and Social Workers.**

For specific credit approvals, details, and planning committee disclosures, please see the "credit approvals and details" URL below. For speaker disclosures, please see speaker bios.

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Credits listed are for full attendance at the live webinar only. The CE certificate can be downloaded/printed after completing the webinar, passing the online post-test (80% passing score), and completing the evaluation. Please see schedule for full attendance start and end times. NOTE: Boards do not allow credit for breaks or lunch.

**\*includes up to 3.0 hours of general ethics instruction.**



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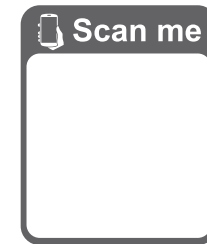
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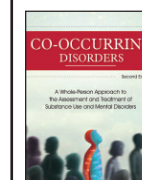
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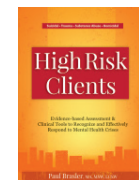


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