



# ENRICHING MINISTRY: THE PRACTICE OF SUPERVISION

LEARNING PACK 2

2015

Trainers: Jessica Rose & Tony Nolan

## Enriching Ministry: the practice of supervision

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Welcome to part two of the Enriching Ministry learning pack. We estimate that it will take you approximately 7 hours to complete the four exercises outlined below. On completion of these exercises and attendance at the training day in May 2015 you will be awarded a certificate of completion of 50 hours training in pastoral supervision. This means (should you wish) you can apply for APSE, Senior Accreditation. For a full list of requirements for accreditation please visit the APSE website at [www.pastoralsupervision.org.uk](http://www.pastoralsupervision.org.uk).

To be awarded the certificate of completion you must submit copies of your reflections by email to Tony Nolan at [tnolan@sarum.ac.uk](mailto:tnolan@sarum.ac.uk) no later than 21<sup>st</sup> June 2015.

## Enriching Ministry: the practice of supervision

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### Reflection 1. Power

People in authority generally use a range of different power bases depending on circumstances. However, their personal style may mean they use some power bases more than others.

Revisit French and Raven's five power bases as discussed during the course.

1. How do you feel about being perceived as having power in your role as a supervisor?
2. Which bases of power do you personally relate to?
3. Which do you feel less comfortable with?
4. Think of the supervision you have received in the past, what sort of power base did they model for you? How did you feel about this?
5. As a supervisor what sort of power role model would you like to present to your supervisees?

### Reflection 2. Organisational Cultures

#### **Supporting Reading:**

Hawkins, P & Shoet, R. (2008) *Supervision in the Helping Professions*, Maidenhead: OUP, pps. 194-208

Davys, A & Beddoe, L. (2010) *Best Practice in Professional Supervision: a guide for the Helping Professions*, London: Jessica Kingsley, pps. 69-87

1. Have you experienced any of the organisational cultures described by Hawkins and Shoet? If so which ones?
2. If your organisation has managed to steer clear of unhealthy cultural dynamics how do you think they have managed to do this?
3. What kind of organisational culture do your supervisees work within?
4. How (if at all) does this impact on the supervisory relationship?
5. What can you do to avoid unhealthy organisational cultures being played out within the supervisory relationship?

### Reflection 3. The value of Pastoral Supervision

Imagine you have been asked to write a short article (500 words) for a Synod, District or Diocesan magazine explaining what Pastoral Supervision is, what would you want to say in this article?

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## End of Course Reflection

The following questions are intended to help you evaluate your overall personal learning from the training course. You will need to include this when you submit the reflections above.

1. What have you learnt from this course that has contributed to your overall development as a supervisor?
2. In part one of the course you were asked to reflect upon your supervisory strengths, how have these grown and developed during the course? How can you continue to develop these strengths and skills?

### ***Supplementary Reading***

The following reading materials have been uploaded to the dedicated Enriching Ministry page on the Sarum College website.

Davys, A & Beddoe, L. (2010) *Best Practice in Professional Supervision: a guide for the Helping Professions*, London: Jessica Kingsley, pps. 69-87

Hawkins, P & Shohet, R. (2008) *Supervision in the Helping Professions*, Maidenhead: OUP, pps. 194-208

Lahad, M. *Creative Supervision: the Use of Expressive Arts Methods in Supervision and Self-Supervision*, London: Jessica Kingsley, chap 3: The Use of Stories, Films, and Plays in Supervision, pps. 33-52

Page, S & Wosket, V. *Supervising the Counsellor and Psychotherapist*, Hove: Routledge. chap 11 Difference and Diversity in Supervision pps.175-193

Weld, N. *Transformative Supervision for the Helping Professions: Amplifying Insight* (2012) London: Jessica Kingsley, chap 5 Exploring Intuition pps. 66-79

5<sup>th</sup> January 2015