



CSTD London Findhorn

Centre for Supervision and Team Development

2021 / 2022

The Centre for Supervision and Team Development has been a leading training organisation for supervision since 1979.

The Centre is committed to supervision and the value of reflective practice at work. It runs trainings in the UK and internationally both as open programmes and as bespoke courses. It has published widely in the field including the best selling *Supervision in the Helping Professions*, Hawkins and Shohet with contributions from Ryde and Wilmot, *Passionate Supervision*, and *Supervision as Transformation*, both edited by Robin Shohet and *Clinical Supervision in the Medical Profession* edited by Dr David Owen and Robin Shohet. Their latest book *In Love with Supervision. Creating Transformative Conversations* is a record of Robin and Joan's 43 years of working together.



Welcome

We are passionate about supervision. We see it as one of the ways to attend to a need for personal, societal, spiritual, creative and sustainable development in daily life: namely at work, somewhere most people spend and commit a large part of their lives. Supervision is a reflective and relational way of looking, and also a container and process within which to do that. Our teaching draws on much of the learning from psychology, psychotherapy, group dynamics, intersubjectivity, appreciative inquiry and systems thinking. We see the training as relevant for the counselling, psychotherapy, coaching and helping professions, and also for any workplace, organisation, team, charity or small business who want to promote reflective practice so both people and organisations can find the work they love and love the work they do.

The courses are experiential which quickly builds up a sense of safety and community, vital ingredients for group learning. A particular feature is the encouragement to form peer networks after the course to provide ongoing support. Participants are invited to join the interdependent supervisors network.
www.independentsupervisorsnetwork.com

Certificate in Supervision

This is a modular programme which can be taken over a flexible period of time, from a minimum of a year upwards. The course consists of four modules, supervision tutorials and a peer and self assessment process:

- Four modules: Core, Therapeutic - The Seven Eyed Model, Group and Advanced
- An optional tutorial for the participant's learning and development to take place sometime during the training.
- Ten hours of Supervision on supervision with a senior practitioner of the participant's choice covering 50 hours of supervision practice, the 50 hours commencing from the time of the Core.
- Self and peer assessment process takes place after completion of the above and commences with a tutorial with a CSTD tutor in which the participant reflects on their learning and explores and plans the self and peer assessment process that they will undertake with their supervisor of supervision, two supervisees and a peer. A final tutorial completes the process.

Peer and Self Assessment Reflection Process

Peer and Self Assessment has been the process that the Centre has used for 40 years. It models the process of supervision, which is about self inquiry, relationship, learning, and taking ownership of the process. It is an opportunity for

the trainee to step into their authority as a practitioner and recognises the chance for transformation and life long learning.

Modules for the Certificate Course

Core Supervision

This is the first part of the four stage supervision training. The module will include:

- **CLEAR** model of supervision:
 - © Contracting with particular reference to stakeholders and the wider system
 - © Listening as a supervisor to all levels including to the 'field'
 - © Exploring with the appropriate balance of participation and reflection
 - © Action including rehearsal of future scenarios
 - © Review including links to a wider context
- Exploration of core beliefs, limiting mindsets and reactive patterns
- Development of the 'internal supervisor'
- Feedback skills
- The supervisory relationship, the working alliance and the triadic constellation
- Practice sessions with feedback in small groups

Therapeutic Supervision - The Seven Eyed Model

This module is for those who are currently supervising. The module will include:

- Maps and models of the supervision process
- Developmental model of supervision
- Experiential model as described in (2020) Shohet R & Shohet J In Love with Supervision; creating transformative conversations
- Opportunities to work in triads, as supervisor, supervisee and observer
- An exploration of contracting for different types of supervision
- Managing supervision boundaries

Group Supervision

- Contracting
- Using the resources of the group
- The different facilitator styles in group supervision
- How group dynamics affect group supervision
- Practice sessions with feedback
- Balancing individual, group and task needs
- Application of the seven eyed model to Group Supervision

Advanced Supervision

This is the final part of our training for those who have completed the other modules.

The module is run in the form of a learning community. As well as input from the tutors, members take responsibility for their own and each others' learning.

The module will include:

- Inter-personal process recall training using video

- Advanced skills training
- Developing ethical maturity
- Supervising difficult situations
- Managing assessments
- Special interests

CPD 2021

Thursday 14 October Using constellation work in supervision - Day 1 London £135
facilitated by Richard Spence

Friday 15 October Developing constellation work in supervision - Day 2 London £135
facilitated by Richard Spence

Monthly Two Hour Supervision Group - see website

This is a monthly open group supervision for graduates, trainees and guests where participants can receive supervision and develop their skills as supervisors. It is in its fifth year now and has proved rich and nourishing.

Sixth Annual Symposium Deep Dive into 7 eyed model and beyond

Date: Saturday 11th September 10am - 4pm. **Registration:** 9.30am. **Venue:** CCPE

International Supervision Week

Dates June 28th - July 2nd

The primary purpose of International Supervision week is to spread the word that supervision and reflective practice can be beneficial for many people in many different walks of life. See website for further details.

July 2nd - **ISN online Gathering** - see website for further details

Diploma in Supervision

See website for further details.

Course Calendar 2021 - 2022

2021

15-17 September - **Core** (London)

3-5 November - **Group** (London)

24-26 November - **Advanced** (London) - **FULL**

15-17 December - **Advanced** (online)

2022

2-4 February - **Therapeutic 'The Seven Eyed Model'** (London)

27-29 April - **Group** (London)

6-8 July - **Advanced** (London)

23-25 November - **Advanced** (London)

2022 - online training

We will now be running a one year online Certificate in Supervision Training January - December 2022.

Participants will sign up for the full course and will alongside the training form peer supervision groups which will meet outside of the training modules. As we have had requests for training over the weekend we are running these modules Saturday – Monday.

Saturday - Monday 29 - 31 January 2022 **Core Supervision**

Saturday - Monday 30 April - 2 May 2022 **Therapeutic 'The Seven Eyed Model'**

Saturday - Monday 10 - 12 September 2022 **Group Supervision**

Saturday - Monday 3 - 5 December 2022 **Advanced Supervision**

Saturday 10 – 5

Sunday 9 .30 - 5

Monday 9.30 - 4

Costs 2021/2022

Core and Advanced

£450 (if self-financing) £550 (if sponsored by employing organisation)

Therapeutic and Group

£395 (if self-financing) £495 (if sponsored by employing organisation)

Tutorials

Optional tutorial to be arranged by the student during the training. Cost £70

Two **Self and Peer Assessment Tutorials** (post completion of all the modules).

£70 (if self-financing) £80 per hour (if sponsored by employing organisation)

Team Development and Other Services

Team Development

Members of the Centre have offered team development since its inception in 1979. Frequently teams decide that they need facilitation when a crisis occurs. However, our experience and our belief is that ongoing team development will usually prevent a team being crisis driven and help to promote effective team working.

Our approach is to build on the strengths of the team and its members and to encourage a spirit of enquiry and appreciation.

Centre staff can work with management or with the team to set up a suitable programme ranging from one day events to ongoing work.

In-house Provision of Courses

It is possible to employ the Centre for a single course or the full certificate. Some employers prefer to provide one module leaving staff free to complete the rest of the programme.

Continuing Professional Development

The modules that make up the certificate course may be taken individually as continuing professional development with the exception of the Advanced module.

Cancellation Policy

Deposits:

All deposits are non-refundable.

Cancellation:

More than 8 weeks prior to course - refund of course fee minus deposit.

8 - 4 weeks prior to course - 50% refund

Less than 4 weeks prior to course - no refund, full amount payable.

Postponement:

Changing from one course to another will incur an administration fee of: £50 up to eight weeks before the start of the course.

After that it will be treated as a cancellation unless we are able to fill the place. The course to be rebooked within the year and only one transfer per deposit.

Books

In Love with Supervision. Creating transformative conversations. (2020) by Robin Shohet and Joan Shohet.

Starting with the principles and values that form the basis of Robin and Joan's beliefs about the role and function of supervision, the book describes in detail the courses they have been running for some forty years, drawing on recreated dialogues and studied with practical exercises.

Passionate Supervision (2007)

Edited by Robin Shohet. Published by Jessica Kingsley

Ten experienced supervisors describe why they are passionate about supervision and how they bring their passion into their practices. The book brings love, spirit, soul and relationship into the heart of the supervision process.

Supervision as Transformation: A Passion for Learning (2011)

Edited by Robin Shohet. Published by Jessica Kingsley

Building on the success of *Passionate Supervision*, Robin Shohet has followed a similar format and invited ten supervisors and trainers to say how supervision has enriched their lives and contributed to their lifelong learning.

Supervision in the Helping Professions (fourth edition) (2012)

by Peter Hawkins and Robin Shohet, with contributions by Judy Ryde and Joan Wilmot. Published by Open University Press.

This book explores the purposes, models and different forms of supervision in counselling, psychotherapy, psychology, psychiatry, nursing, social work, community work, occupational and creative therapy, teaching the medical profession, probation and prison services. It has been described as 'ground-breaking' in the development of supervision and supervisor training.

Supervision in context series

A series edited by Peter Hawkins and Robin Shohet. Published by Open University Press

Clinical Supervision in the Medical Profession:

Structured Reflective Practice (2012) edited by Dr David Owen and Robin Shohet

Supervision in Action: A Relational Approach to

Coaching and Consulting Supervision (2012) by Erik de Hahn

Coaching and Mentoring Supervision: Theory and Practice (2011) by Tatiana

Bachkirova, Peter Jackson, David Clutterbuck

Skills of Clinical Supervision for Nurses (second edition) (2011) by Meg Bond and Stevie Holland

A practical guide for supervisees, clinical supervisors and managers.

Psychotherapy Supervision (2000) by Maria C Gilbert and Kenneth Evans
An integrative relational approach to psychotherapy supervision.

The Social Work Supervisor (1996) by Allan Brown and Iain Bourne
Supervision in community, daycare and residential settings.



ROBIN SHOHET has been supervising for over 40 years. His latest book *In Love with Supervision. Creating Transformative Conversations*, co-written with Joan, records their work together since the late 70's. He sees supervision as spiritual practice, combining an inquiry into love and fear, exploring core beliefs, developing awareness and using appreciative inquiry.

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JOAN WILMOT co-founded CSTD in 1979 and works as a trainer, supervisor, psychotherapist and mediator. Her particular interest is in working with systems and using organisational and family constellations work. She has been running supervision trainings and working with teams for over 40 years. Her passion is in enabling people to find the work they love and love the work they do. Email: joan.wilmot@cstd.co.uk Tel: 07974 115028



BEN FUCHS is a senior consultant in leadership and organisational development. He assists leaders and teams to think systemically and make sense of the complexities inherent in organisational life. He also has extensive experience working as a facilitator and mediator in conflict situations. He works with The Kings Fund, Ashridge Consulting and the NHS London Leadership Academy.



JOSEPH WILMOT works as a trainer, supervisor, coach, mediator and mentor. He has worked in the Third Sector and has extensive experience in a local authority in Youth Services, Education and Family Services. He was part of a specialist multidisciplinary team working with children at risk of entering care. He developed a talent for complex cases and multi-agency collaboration. Joseph is passionate about supervision and reflective practice being used in all walks of life.



STEVE PAGE is consultant to CSTD London. He is a coach, counsellor, supervisor, trainer and consultant, based near York. He works across a wide range of fields and is deeply committed to enabling people develop their reflective and strategic abilities. Steve is co-author (with Val Wosket) of *Supervising the Counsellor and Psychotherapist* (3rd edition, 2014) and author of *The Shadow and the Counsellor* (1999).

Venues

We are fortunate to be able to host our courses in excellent locations. The London courses overlook the canal at Little Venice, very close to



Paddington. The Findhorn venue is an eco house next to the Findhorn Foundation, five minutes from the sea.

Participants can choose to stay on to take advantage of other **London** courses at the international spiritual community.

CSTD London Course Administration

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