

# Supervisor Learning Cohort

This training series focuses on developing core skills for supervisors in the Ready by Five network to improve services to families with young children.

Participants will build their knowledge and competencies through interactive sessions with mixed teaching methods and engage learners not only with the facilitator but with one another to share expertise and practice wisdom collectively.

## CEU Credits

The Supervisor Learning Cohort provides 25 credit hours to social workers and 26.5 credits to community health workers. Certificates will be provided upon completion of each session.



## Session Topics

- Developing Your Supervision Approach
- Giving & Receiving Feedback
- Documentation of Supervision
- Cross-Cultural Supervision
- Secondary Traumatic Stress & Burnout
- Self-Care for Supervisors
- Conflict Resolution/Mediation
- Group Dynamics
- Meeting Facilitation
- Accountability & Delegation
- Learning Cohort Celebration, Reflection, & Evaluation



Facilitated by Christina Pavlak, LMSW, Vice President of Training & Development at Health Net. Christina is an experienced supervisor, nonprofit leader, and instructor with a personal passion for the practice of supervision. Christina builds effective teams, and designs and implements client-level services and staff training to improve community health.

Please contact **Shannon Kaza**, our Training Project Manager, for training registration questions at [skaza@healthnetwm.org](mailto:skaza@healthnetwm.org).

## [Register Here](#)

### Location:

Health Net of West Michigan  
1550 Leonard St NE  
Grand Rapids MI 49505

Participants must sign up  
for an entire cohort.

### Cohort 1

9:00am-1:30pm

January 23

February 27

March 26

April 23

May 21

June 25

July 23 \*9:00am-10:30am\*

Trainings will include opening and transitional mindfulness, grounding, and stretching activities provided by Shannon Kaza, an experienced, registered, trauma-informed yoga instructor.

# Supervisor Learning Cohort

Health Net's Supervisor Learning Cohort is interactive and experiential for supervisors while being instructor-led. Please see the detailed summaries of the sessions below.

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## Session 1

### Developing Your Supervision Approach

Supervision is a crucial element to any successful program. It provides the ongoing support and development that results in high quality services. However, many supervisors never receive best practices training. In this interactive workshop, supervisors will develop a personalized best practice approach to staff supervision that can be clearly and effectively communicated so supervisees know what to expect and everyone gets the most out of the process.

## Session 2

### Giving & Receiving Feedback

Providing and accepting constructive feedback is an imperative activity within a supervisory relationship. Research indicates feedback has powerful effects on multiple aspects of supervision and job performance, yet the activity is fraught with emotion and many supervisors find it to be one of the most challenging parts of the job. This workshop provides the conceptual background and concrete strategies for supervisors to improve their ability to give and receive constructive feedback.

## Session 3

### Documentation of Supervision

It is important to document supervision activities for legal, ethical, evaluative, clinical, and licensing purposes. With a focus on objectivity and strengths-based practice, this training will provide widely accepted guidelines for documentation that supervisors can tailor to their specific needs.

## Session 4

### Cross-Cultural Supervision

Exploring cultural differences within the context of supervision is key to engagement, equitable practice, personal and professional growth, and client care, yet traditional models of supervision lack attention to cultural context and supervisors may feel tension, fear, or lack of knowledge to engage in discussion about culture, especially race and ethnicity. This training explores conceptual information and practical strategies to improve cross-cultural supervision.

## Session 5

### Secondary Traumatic Stress & Burnout

Working in the human services field comes with occupational hazards. In this training, supervisors will learn how to recognize trauma reactions and burnout symptoms and understand their role in prevention and intervention from both an individual and organizational perspective.

## **Session 6**

### **Self-Care for Supervisors**

Emotional regulation is key to working with people; and in supervision, things can get tense when providing feedback, evaluation, and conflict resolution. Be prepared to navigate your emotional responses with a self-care plan and learn to share authentic feelings within the supervisory dynamic in this training.

## **Session 7**

### **Conflict Resolution/Mediation**

Workplace conflict is a given in most situations as teams navigate tasks, processes, and communication to meet the goals of the organization. This workshop will assist supervisors in exploring underlying causes of conflict and understanding their role in relation to staff conflict. Supervisors will learn about various strategies and practice using a mediation model.

## **Session 8**

### **Group Dynamics**

Group collaboration provides many advantages and opportunities to meet organizational goals; however, group dynamics can limit progress. In this training, group processes and behaviors will be identified, and supervisors will learn the key role they can play in leading effective groups.

## **Session 9**

### **Meeting Facilitation**

Great meetings don't just happen, they are planned! In this training, supervisors will learn the key components and skills necessary to prepare and facilitate effective meetings.

## **Session 10**

### **Accountability & Delegation**

A successful supervisor does not do it all alone. This training examines the concepts of delegation and accountability, teaches the skills necessary to ensure the work gets done, and provides supervisors an opportunity to discuss the challenges of shared responsibility and holding others accountable.

## **Session 11**

### **Learning Cohort Celebration, Reflection, & Evaluation**

In this final session, participants will reflect on their supervisory practice over the course of the training series and identify how they have applied new concepts and skills in their position.