



Workshop

Mastering Clinical Supervision

An intensive program helping supervisors understand how adults learn and develop skills for coaching, providing feedback and handling poor performance.

Target audience

- On the job teachers of clinicians
- Clinical supervisors, mentors and tutors
- Clinical educators
- Directors of clinical training

Number of participants

Optimum 7-15
Minimum 5
Maximum 20

Duration

7 hours

Presenter

All presenters of Cognitive Institute workshops are doctors who have a specific interest in communication skills and education and have undertaken formal communication skills training with the Institute.

Other recommended workshops

- Mastering Supervision Challenges (doctors only)
- Mastering Interviewing Skills

N.B. The full day Mastering Clinical Supervision workshop is an extension of the half day Mastering Coaching and Feedback workshop. Select the most appropriate version for your requirements.

CME

Refer to College Accreditation and Points Document at www.cognitiveinstitute.org or email enquiries@cognitiveinstitute.org

Premise

Experienced clinicians share their experience, professionalism and commitment to help other clinicians grow in knowledge and wisdom. Many clinical supervisors or mentors utilise the models that they themselves were taught with and may not have experiences of other models for enhancing performance.

The unfolding research and understanding in the field of adult learning is revealing valuable insights into the way supervisors, mentors and teachers can most effectively assist adult learners to reach their full potential. These insights are particularly valuable for those who are responsible for improving the performance and competence of junior colleagues as part of their job description or work allocation.

Few clinicians have been trained in the skills of working as an effective supervisor, mentor or teacher and there is increasing pressure to improve the quality and consistency of education offered by people in these roles. The relationship between medical students, residents, registrars, nurses, allied health professionals and their supervisors is a major factor in determining the quality of clinical education. We also know that this is an extremely influential relationship, where juniors learn ethics, how to operate in the work environment and how to interact with patients and colleagues.

Many clinical supervisors and mentors also struggle with how to effectively handle the poorly performing or 'difficult' clinician. Considerable insight and skill is required to understand the underlying factors that can lead to poor performance and how to engage in a way that increase the likelihood of enhance performance rather than resentment or decreased performance.





Teaching skills are not necessarily innate and can be learned. Those who accept special responsibilities for teaching and mentoring should take steps to ensure that they develop and maintain the skill set for this role.

Format

Workshop with short lectures, reflective exercises, small group facilitated discussions, group activities, rehearsal of skills.

Brief didactic presentations will provide the focus for small group sessions in which participants are able to share experience and pool knowledge, enabling critical comparison of their skills with their peers and peer learning. Videotaped case vignettes will be used to enable participants to analyse and reflect upon their own skills. The format has been carefully structured to enable a mix of lectures, discussion, critical reflection and evaluation.

Objectives

The objectives of this workshop are to:

- increase the ease and effectiveness of undertaking clinical supervision
 - provide insights into how adults learn
 - offer a model of teaching centred around 'coaching' clinicians
 - examine a methodology for the provision of effective feedback
 - learn the ability to create a basic action plan for a clinician under supervision no matter what the level of performance
 - enhance understanding and skill in dealing with the poorly performing or 'difficult' clinician
 - develop and refine practical skills supervisors can take back to the workplace and use immediately
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Outcomes

At the end of this program, participants will be able to:

- integrate teaching and learning into everyday clinical environments
- increase the areas in which they actively teach
- teach more effectively and efficiently
- teach trainees at different levels
- improve the consistency, effectiveness and professionalism of their coaching.

The art of effective coaching for high performance forms the basis of the Cognitive Institute training and is covered extensively in this exciting workshop.

Content

This is a practical skills development workshop designed to give supervisors effective skills and insights and will cover:

- the challenges of clinical teaching
 - basic principles of adult learning
 - Theories of behaviour change
 - The skills and attitudes of being an effective 'coach' and delivering meaningful feedback
 - How to prepare an education action plan
 - Theory and skills in working with poor performance
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For information on the Cognitive Institute, presenters and workshops visit www.cognitiveinstitute.org

To book a workshop call Head Office on 61 7 3876 5711
or email enquiries@cognitiveinstitute.org

