

LEARNING OBJECTIVES

Participants who complete the Supervision Certificate Program will have demonstrated competencies in:

1. Identifying their strengths and areas to develop further in multicultural clinical supervision;
2. Carrying out the administrative, educational, and supportive functions of supervision in social work;
3. Understanding key theories, frameworks and concepts that undergird effective multicultural supervision.
4. Understanding the evidence for effectiveness in social work supervision;
5. Dealing with ethical issues, power and diversity, involuntary dynamics, conflicts, and parallel process as applied to supervision; and
6. Cultivating an effective supervisory relationship and healthy practice environment taking into account developmental issues at personal, interpersonal and systemic levels.

COSTS

- \$45** per each individual workshop (if not program participant)
- \$200** Post-Masters Certificate Program (5 workshops ONLY)
- \$25** per each hour of required follow-up supervisory consultation to complete the Post-Masters Certificate Program
- \$575** total cost of entire Post-Masters Certificate Program (5 workshops + 15 hours supervisory consultation)

For more information on the workshop presenters, please visit:

<http://www.augsburg.edu/admissions/msw/academics/faculty/index.html>.

REGISTRATION

For more information, please contact Tony Bibus at bibus@augsborg.edu.

To register for this program, please RSVP to cronk@augsborg.edu.

Please indicate the five workshops you would like to attend.

- Overview and Issues of Social Work Supervision (June 22, 10AM to 1PM)
- Ethical Decision Making in Social Work Supervision (June 22, 2PM to 5PM)
- Involuntary Perspectives to Social Work Supervision
- Multicultural Social Work Supervision
- Management of the Supervisory Relationship
- Creating Healthy Organizations
- Spanning Age, Educational Levels and Experience: Developmental Issues

(Further workshop dates and times are to be determined by program participants.)

Please provide an email or mailing address. Parking information will be sent upon RSVP.

Space is limited.

**AUGSBURG
COLLEGE**

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AUGSBURG COLLEGE

SOCIAL WORK SUPERVISION CERTIFICATE PROGRAM



**Augsburg College
Department of Social Work
Post-Masters Certificate Program**

SOCIAL WORK SUPERVISION CERTIFICATE PROGRAM

The goal of Augsburg's Social Work Supervision Certificate Program is to enhance supervisors' knowledge and abilities related to cross-cultural clinical supervision. Cross-cultural competence is a critical component in clinical supervision. Some attribute the under-utilization of social services by people of color to the lack of sensitivity between culturally different clients and practitioners. One of the most effective ways to ensure and enhance culturally competent practice is through the supervisory process.

All of the certificate courses are taught by Augsburg Masters of Social Work faculty. Each instructor is a PhD level practitioner and has years of practice experience in a variety of supervision and organizational capacities. These workshops draw on the unique research and teaching practices of each faculty member as well as contemporary literature on supervision from the field of social work.

This Post-Masters Certificate Program will offer to both the new and experienced supervisor current research and methods related to supervision. Using a variety of teaching techniques, participants will explore – and be able to discuss their own concerns.

WORKSHOP OFFERINGS

Each workshop equals 3 CEUs. Program participants complete two mandatory workshops and three elective workshops, totaling 15 hours. In order to satisfy the certificate requirements, participants must also complete 15 hours of follow-up consultation, thus fulfilling 30 hours of training in supervision.

***Overview and Issues of Social Work Supervision**

Anthony Bibus, Ph.D., Professor
June 22, 10AM to 1PM

This workshop will explore the functions of supervision: supervision, education, administration, as well as case consultation and group vs. individual considerations. Participants will also discuss beginning phase skills and the influence of personality on supervision.

***Ethical Decision Making in Social Work Supervision**

Lois Bosch, Ph.D., Associate Professor
Laura Boisen, Ph.D., Associate Professor
June 22, 2PM to 5PM

This interactive workshop focuses on the appropriate use of social work ethics and professional boundaries in the social services. We will review the NASW Code of Ethics, relevant research, and examine litigation differences between BSW and MSW practitioners. Attendees will be asked to bring an ethical issue or dilemma from their own practice. Using small groups, these will be analyzed using an ethical principles framework.

Involuntary Perspectives to Social Work Supervision

Anthony Bibus, Ph.D., Professor
This workshop introduces participants to concepts that inform supervisory strategies for work with involuntary clients: motivational congruence, reactance, and parallel process. Issues of safety and cultural competence will also be covered, and participants will be able to share examples, raise questions, and bring up concerns emerging in their practice.

WORKSHOP OFFERINGS

Multicultural Social Work Supervision

Nancy Rodenberg, Ph.D., Associate Professor
Laura Boisen, Ph.D., Associate Professor
This workshop provides a lively exploration of multicultural issues in social work practice and supervision. Participants will consider their own social identity categories and be introduced to four key concepts related to identity and cultural competence: aversive racism, social contact, microaggression and stereotype threat. Attendees are encouraged to bring cross-cultural supervision cases to the workshop that reflects success as well as challenges.

Management of the Supervisory Relationship

Laura Boisen, Ph.D., Associate Professor
Maryann Syers, Ph.D., Associate Professor
This workshop will focus on forming a collaborative working alliance with supervisees, as well as offering guidance for when problems surface in the supervisory relationship.

Creating Healthy Organizations

Lois Bosch, Ph.D., Associate Professor
Christina Erickson, Ph.D., Associate Professor
Organizational culture can directly affect service quality and outcomes. This workshop will focus on how supervision can foster staff development, innovation, and increased organizational effectiveness.

Spanning Age, Educational Levels and Experience: Developmental Issues

Barbara Lehmann, Ph.D., Associate Professor
In this workshop, participants will develop an understanding of the developmental process of supervisees, specifically focusing on differential social work supervision strategies with BSW, MSW, and advanced practitioners. Furthermore, participants will gain an understanding of the processes and learn strategies for enhancing the supervisory relationship over time.

*** denotes a REQUIRED WORKSHOP**