

## Appendix 5 - Group Supervision

Group supervision is not a short cut to reflective practice, it takes time and detailed consideration to set up and develop an effective group. The type of group and whether or not there should be a facilitator should be considered as part of the setting up of group supervision. The framework below is a useful starting point:

**Authoritative Group:** Supervisor supervises each supervisee in turn and manages group. Supervisees are primarily learners/observers.

**Participative Group:** Supervisor responsible for supervising and managing group, also for inducting and facilitating supervisees as co-supervisors.

**Co-operative Group:** Supervisor is a group facilitator and supervision monitor; supervisees also contract to actively co-supervise and develop a supervising system.

**Peer Group:** members take shared responsibility for supervising and being supervised.

### Other issues for consideration when setting up group supervision:

Number of participants, closed or open group

Facilitator, availability, skills and knowledge

Group working agreement

Type of Group Supervision

Functional arrangements (venue, time etc.)

Interpersonal ground rules

Agenda and Expectations

Recording and Accountability

Exercises, Ideas and Reflective frameworks to be used within group

A group supervision session is not a decision making forum. Any recommendations for case planning should be discussed with the Team Manager in supervision and outside of. Any new risks identified need to be raised with the Team Manager. **In addition, peer or group supervision should not replace individual and case supervision.**

The Kolb/Morrison model can be used very effectively within group supervision and reflects the Signs of Safety approach to mapping which will enable the group to explore feelings, doubts, opinions and differences. The activity should be restorative in its approach.

### Using Kolb in Group Supervision:

Kolb and the 4x4x4 Model for supervision sit very effectively at the heart of group supervision it is therefore important that all group members are familiar with the 4 x 4x 4 model and that the group facilitator is confident about its use and willing to learn and develop their own Kolb/Supervision skills.

### Examples of Kolb Exercises for Group Supervision:

Based on an exercise by Tony Morrison:

a) Identify someone willing to bring a real case or other issue that they will work on with the group for 20/30 minutes. The presenter should give a brief (three minute) outline of the issue.

b) Allocate the other four members of the group to one part of the Kolb Cycle (e.g. experiencing; reflecting; analysing; plan and act). You are the interviewers. Your task is to use your role to assist in exploring the issue.

c) The four interviewers spend 10 minutes preparing. They can use the set Kolb questions as a prompt. Think about where to start i.e. explore the facts (experience), explore the feelings (reflection). Decide in your group of four. Try to ask open, exploratory, curious questions.

d) Discuss the issue with the interviewee using the four different interviewing roles. You have 25mins. Don't worry if you don't solve the issue in this time. Please try to stay in your allocated role, if you think another role needs to ask a question, you can invite them to. For example, the "analyser" may invite the "reflector" to ask about the presenters feelings.

e) At the end of 20/30 mins each interviewer should summarise what they have heard to the interviewee i.e. the reflector summarise what they heard in terms of feelings.

f) Having listened to the summaries the presenter is then asked to identify:

- What has become clearer? What has become more perplexing?
- What ideas they have for taking the issue forwards?
- What help they need and who from?