



Continuous Professional Development

Supervision as a Mechanism for
Strengthening Skills and Support for
Financial Mentors

Aly McNicoll

aly@coachingmentoring.co.nz

www.coachingmentoring.co.nz

See our website for Supervisor
training and services.

**Reflective
practice** is the
ability
to **reflect** on one's
actions and choices
so as to engage in
a process of
continuous learning



Characteristics of Profession

Specialised knowledge

A Service orientation

Ethical standards

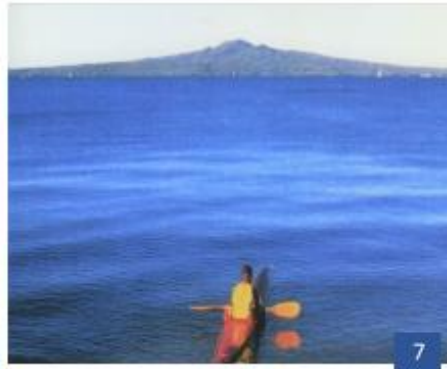
A commitment to
continuous learning

The session

- Supervision defined
- What are the benefits?
- Supervision in action - it's all about reflection
- What to bring to supervision



How have you been in your role lately? Choose a picture and say why you chose it. What questions do you have about supervision for financial mentors?





Supervision is...

- An opportunity for financial mentors to reflect on and improve their own practice in order to support clients to achieve the outcomes that are important to them.
- Regular, protected time for in depth reflection on practice. *Meg Bond*

Supervision

An exchange between practising professionals to enable the development of professional skills and competence. *Butterworth*

A formal process of professional support and learning that involves reflecting on practice in order to learn from experience. *Kohner*

Supervision

Theoretical
knowledge



Applied
Practice

Supervision

What they
are currently
doing



What they
have the
capacity to
do

Functions of Supervision

- **Educative**
 - Development of practice - skills and capabilities to work with clients in a person centred way
 - Development of practitioner
- **Accountability**
 - To account for choices of interventions and the logic behind those choices
 - To ensure work is carried out according to policies, procedures etc.
- **Supportive**
 - Supporting workers to sustain themselves in the role
 - Making connections between the personal and the professional





“Life is too
short to make
all your own
mistakes
yourself.”

Winston Churchill

NZ Coaching & Mentoring Centre

www.coachingmentoring.co.nz

Supervision Skills for Health & Social Service Professionals NZQA Micro-credential *2 day training for supervisors*

Coaching & Mentoring Skills – *half day online*
August 20 use CONFERENCE30 for a 30% discount
aly@coachingmentoring.co.nz

Leaders as Coaches – a practical course for people leaders *two X half days online*