

## **Workshop 04: Extending supervision skills to grow a bold dietetic workforce**

### **Presenters**

- Nicole Murray, Dietitians Australia (Primary Presenter)
- Sarah Meiklejohn, Monash Centre for Scholarship in Health Education, Monash University

### **Overview**

Effective supervision is essential for growing a safe, effective and innovative dietetic workforce. Being a competent and credible dietitian is not enough; being an effective supervisor also requires the ability to teach, provide feedback, attend to the supervisory relationship and create supportive environments. A key transition into leadership roles as a supervisor is the evolution of student supervisor to one of colleagues. This interactive workshop will expose participants to the science and art of supervision through comparing supervisory roles, exploring contemporary supervision models, discovering approaches that enhance supervisory relationships and developing diverse strategies to deliver feedback and initiate challenging conversations.

### **Learning outcomes**

By the end of the workshop, participants will have:

1. An understanding of how supervision practices contribute to transformation and regulation of the dietetics workforce in the Dietitians Australia Strategic Plan
2. Compared and contrasted different supervisory roles, exploring where overlap and conflict may occur
3. An understanding of contemporary supervision models and how they are applied in practice
4. Described the factors that contribute to an effective supervisory relationship and understand the transformative impact of the supervisory relationship on achieving positive outcomes
5. Enhanced ability to deliver challenging conversations through exploration and experimentation with communication and diverse feedback frameworks

## **Target audience**

The workshop is aimed at Dietitians who are in a transitional stage from a supervisor of students to professional/clinical supervisor of colleagues or peers. The content will explore this transition across dietetic contexts and roles, and therefore applicable to a diverse range of dietetic settings. To get the most out of this workshop, some supervision experience is required (student or peers / colleagues), and at least five years' clinical or professional experience.

## **Workshop abstract**

**Background / rationale:** Effective supervision is essential for growing a bold and innovative dietetic workforce. Simply being a competent and credible dietitian is not enough; being an effective supervisor also requires the ability to teach, provide feedback, attend to the supervisory relationship and create a supportive environment. Supervisory skills are not innate but must be learnt through exposure to evidence-based supervisory models, definitions, theories and frameworks. A key transition into leadership roles as a supervisor is the extension from student supervisor to one of colleagues, supporting the ongoing growth and professional development of the supervisee. **Content overview:** This interactive workshop will expose participants to the science and art of supervision through contrasting and comparing supervisory roles, exploring contemporary supervision models, discovering approaches that enhance supervisory relationships and developing diverse strategies to deliver feedback and initiate challenging conversations. **Evidence base:** This workshop will draw upon frequently cited models of supervision (such as Proctor's functions of supervision) and published research outlining the determinants of effective supervision, developing supervisory relationships and delivery of feedback or challenging conversations. **Strategies to be used for audience engagement:** To enable the application of supervisory theory to a variety of practice contexts, the workshop will engage participants in small group discussion and brainstorming with report-back learning to the wider group. Case scenarios and role play will be used to practice different models of communication. By creating this rich discourse regarding supervision practice, we anticipate the participants will learn from the experience of colleagues as well as the facilitators.