

Supervision

Supervision enables support in the handling of tasks, reflection of one's own actions and the further development of technical and psychosocial competences. The supervision aims to accompany learning, change and development processes and to optimize them in the best possible and sustainable way. Therefore, it always works on the level of perception, reflection and action. The specificities of the contexts, the fields of expertise as well as the organization and culture are always taken into account. The qualitative improvement of actions is at the heart of the process, with personal and role-related aspects being dealt with in the area of tension between stability and change. Contracting parties in the supervision are individuals, groups, teams and their respective client. The contract specifies the duration of consultation, the objectives, the services of the supervisor and the participants in supervision.

Forms

Individual supervision: The aim is to expand and deepen personal, social and professional skills. Possible contents include:

- Personal development topics related to professional activity
- Preparing for new roles in organizations
- Clarification of relationship dynamics
- Dealing with the requirements of one's person
- Support in dealing with and processing stress and conflicts
- Clarification of role and function

Group supervision: Offer for groups within and outside organizations such as project and specialist groups, training and learning groups. The aim and content are, among other things,

- Design, develop and implement projects in a specific environment
- Support practical and personal integration of expertise with trainees
- Accompanying projects in organizations through a reflection and training room

Team supervision: Team development (often referred to as team and group coaching) with the aim and, among other things, the following contents:

- Renew and deepen forms of cooperation (e.g. in the case of restructuring)
- Improving work performance in a team
- Dealing with conflict situations
- Preparing and accompanying teams for changes in the organization (e.g. structural change)

Case supervision: Focus on a specific field of work for specialists (e.g. working with clients)

Training and teaching supervision: teaching or learning situations in the new occupational role