

Formal process of professional support and learning that involves reflecting on practice and career.

Do you have staff working intensively with clients? Do you have staff needing guidance and support to develop in their role or career? Do these staff have access to an independent, qualified and experienced professional supervisor or mentor? Positive professional supervision and mentoring relationships can promote confidence, expand knowledge, stimulate innovations in practice and support career progression.

About Professional Supervision

Professional supervision provides essential support to ensure the safety and wellbeing of all concerned. It is a structured arrangement for critical reflection to support professional development, competence, and understanding of and adherence to a code of ethics and practice standards.

Topics may include:

- Exploring professional, ethical and cultural issues that are impacting on effective practice
- Skill development, and review of challenging cases and any issues that have arisen
- Discussing strategies, systems and processes for working with clients
- The use of assessment tools, resources and tests.

About Mentoring

Mentoring is a learning and developmental partnership between someone more experienced and someone less experienced in an area of practice. Mentoring is usually less formal than supervision and may be undertaken in conjunction with supervision. It can be a long-term relationship with a focus on career progression. A mentor helps the mentee to set career and development goals, and to implement the steps required to achieve these goals.

The Benefits

For the organisation:

- Your clients receive improved services and ultimately outcomes
- Your staff are more confident, planful and productive
- Recognition as an employer that supports the learning and development of staff

For the individual supervisee and mentee:

- Gain insight and growth in professional knowledge and competence
- Become more dynamic in roles
- Manage work/life pressures
- Career progression

The Process

We will negotiate a working agreement to meet the needs of the organisation and staff member.

Services can be delivered:

- one to one in-person or through other suitable online channels
- in groups, where each team member shares themes/issues or incidents within an allocated time using agreed techniques*

*Groups can either be facilitated by The Career Development Company or we can help establish internal peer supervision.

About the Career Development Company

We are a for-profit social enterprise offering expertise in professional career services throughout New Zealand. Our qualified team of four Executive Directors - Dr Val O'Reilly, Caroline Sandford, Amanda Smidt and Julie Thomas have worked extensively in the career field, including in corporate, education, private practice and leadership roles.

We also offer a range of services including Effective Career Conversations Programme, Outplacement support, MBTI Assessments for Leadership and Team Building, a Career Development Programme Review, and bespoke workshops and career services.

Enquire today to talk about your professional supervision and mentoring.