

Enabling And Ensuring Supervision In Practice

Enabling & Ensuring Supervision Successful Supervision and Leadership Handbuch
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this book will help experienced practitioners newly qualified social workers and students
alike to prepare for supervision guidelines examples of good and bad practice and
checklists make this book a useful tool for understanding what supervision means

around the world hundreds of thousands of supervisors and leaders provide coaching
supervision and leadership to staff every day of the year yet the majority of supervisors
have never attended formal training about how to be an effective supervisor and leader

the majority of supervisors do not refresh their skills knowledge and capabilities to remain up to date or evaluate their supervisory practice regularly supervision is fundamental to ensure that employees meet the requirements of their role feel supported and valued and engage in ongoing growth and development when supervision is effective it reduces stress fatigue and burnout supervision ensures that employees reflect on their work to maintain high performance and it supports well being as a professional this latest book is an essential guide for experienced supervisors and leaders it is a comprehensive book demonstrating how to provide effective supervision and leadership in the modern workplace it assists leaders to understand the industrial and ethical context in which supervision is provided how to evaluate the effectiveness of supervision and shows supervisors and leaders the specific capabilities that are necessary to be a quality leader and supervisor this book is a must read for any supervisor or leader who wants to provide effective supervision and leadership each chapter provides valuable information and the latest research on supervision with reflective questions to guide supervisors in their thinking and learning about supervision

dieses handbuch widmet sich den wissenschaftlichen grundlagen des coachings und zeigt deren anwendungsmöglichkeiten anhand praktischer beispiele auf damit liefert es insbesondere coaches und coachingausbildungen fundiertes fachwissen als fundament für ihre profession wissenschaftler innen finden einen aktuellen Überblick über den stand der forschung mit 70 beiträgen ausgewiesener fachexperten innen verschiedener länder und disziplinen zu grundlegenden schlüsselkonzepten im coaching ist dieses handbuch ein einzigartiges referenzwerk die beiträge beschreiben die praktische anwendung des wissens und beginnen dazu in der regel mit einem fallbeispiel aus dem coaching

die bankenaufsicht wurde in den vergangenen jahren zunehmend europäisch ausgerichtet so sind neue akteure und organisationen auf europäischer ebene etabliert sowie neue europaweit gültige regulatorische und gesetzliche rahmenwerke eingeführt worden die europäische zentralbank nimmt dabei eine herausragende rolle in der europäischen bankenaufsicht ein für die einzelnen institute ist sie nunmehr neben den nationalen aufsehern die bestimmende aufsichtsinstitution in diesem zusammenhang müssen banken und finanzdienstleistungsinstitute strikere vorgaben insbesondere bezüglich ihrer kapitalausstattung erfüllen dabei steht im wesentlichen der risikograd der bankgeschäfte bei der bemessung der kapitalanforderungen im vordergrund was sich auch zentral auf die geschäftspolitik und strategie der einzelnen institute auswirkt die umsetzung der aufsichtsstandards geht einher mit einem deutlich umfangreicheren meldewesen der banken an die aufsicht das buch beschreibt analysiert und kommentiert den rechtsrahmen der europäischen bankenaufsicht die autoren stammen aus banken anwaltskanzleien unternehmensberatungen verbänden der wissenschaft sowie aufsichtsbehörden und verbinden die darstellung der juristischen grundlagen des aufsichtsrechts mit bankpraktischen aspekten damit ist das buch für alle im

aufsichtsbereich tätigen ein wertvolles nachschlagewerk und handbuch das für die tägliche arbeit unverzichtbar ist die 2 auflage berücksichtigt die regelungen der crd v der crr ii der brrd ii sowie weiterer aufsichtsrechtlicher novellierungen

this excellent book is a back to basics reminder of the fundamentals of supervision it provides an easy to read guide to improve and strengthen the essential yet sometimes neglected supervision process one particular strength are the good practice checklists in each chapter they summarise what is core and crucial to the effectiveness of supervision provides useful examples of practice and a what to do list of actions sofie franklin child protection social worker uk this book shows how reflection and critical analysis should be at the heart of good supervision and explains why this is not always achieved more importantly it goes on to inform readers on how to get the most out of supervision with examples of good practice personally i have found the book to be most helpful as part of my own early professional development gary law children and young people in care social worker bury local authority uk in this accessible and comprehensive book bill mckitterick brings his wealth of professional experience to bear reinvigorating professional supervision in social work and reinstating its place at the heart of practice this is a timely challenge to the tyranny of managerialism and process compliance in social work sue white professor of social work university of birmingham uk part of a new social work pocketbooks series this brief and to the point social work resource enables students social workers supervisors and line managers to understand what good supervision is and how to implement it useful features include practical ways for supervisors and social workers to prepare for and use supervision strategies to improve supervision or start again when it has fallen into disuse methods and advice to protect and prioritise time and space for supervision advice on maintaining supervision alongside organisational focus on performance management addressing supervision in multi professional settings written by an experienced practitioner this book recognises the working environment of social workers and their managers and provides the structure for them to collaborate as peers

this book aims to familiarise its readers with the current state of supervision in social work provide them a common platform for reflection and action and thereby promote excellence in their respective learning research and professional practice areas designed for social work students social workers human service professionals researchers community practitioners and academics the underpinning value base and philosophy of this book is social justice professional integrity respect for persons and human rights with a focus on nurturing compassionate human service professionals in the sector offering a contemporary approach the book focuses on recent developments in supervision and professional development presenting an interface between academics and practice the authors provide reflections practice questions and activities related to the examples from the voices from the field besides presenting different practice contexts and cultural lenses

and considerations for cross cultural practice including indigenous supervision and practice issues the book could be used as a text or handbook for effective supervision sessions across the helping professions this book will prove indispensable for academics practitioners supervisors and supervisees as well as postgraduate and advanced undergraduate students of social work counselling psychology and education

this book focusses on the communication skills needed for the development of effective professional and therapeutic relationships it relates the theory of effective and ethical communication to the practice of nursing and provides a framework for developing communication skills to meet a variety of nursing situations ed

in this textbook prominent counselor educators provide guidance on key aspects of counselor education through case incidents in which an educator student supervisor supervisee researcher or leader in the field is facing an ethical moral legal or professional dilemma forty diverse case scenarios spanning four cacrep standard domains for doctoral programs focus on real world application of theories concepts and techniques the incidents provide multiple perspectives on current issues faced in practice and promote learning opportunities for growth and development through critical thinking discussion and reflection each incident includes an evaluation of professional issues a review of applicable ethical codes a discussion of diversity and inclusion considerations and an analysis of action steps and outcomes requests for digital versions from aca can be found on wiley com to purchase print copies please visit the aca website reproduction requests for material from books published by aca should be directed to publications counseling org

this document presents more detailed proposals for financial regulation following on from the consultation paper a new approach to financial regulation judgment focus and stability july 2010 cm 7874 isbn 9780101787420 and continuing policy development by the treasury bank of england and financial services authority the government s reforms focus on three key institutional changes first a new financial policy committee fpc will be established in the bank of england with responsibility for macro prudential regulation or regulation of stability and resilience of the financial system as a whole second micro prudential firm specific regulation of financial institutions that manage significant risks on their balance sheets will be carried out by an operationally independent subsidiary of the bank of england the prudential regulation authority pra thirdly responsibility for conduct of business regulation will be transferred to a new specialist regulator the financial conduct authority fca individual chapters cover bank of england and financial policy committee prudential regulation authority financial conduct authority regulatory process and co ordination compensation dispute resolution and financial education european and international issues next steps how to respond impact assessment the chapters contain significant detail on how the legislative framework will be constructed in order to deliver the governments priorities for the framework the government will consult on these

proposals with a view to publishing a draft bill in spring 2011

this book provides practical strategies for managers and supervisors of human services agencies to use in assessing and successfully addressing workforce challenges each strategy is described with detailed instructions about how to assess the strategy develop an intervention plan and evaluate its effectiveness chapters also discuss how and why each strategy should be used the book includes worksheets forms flow charts and examples of how successful agencies have used these strategies

despite its importance the issue of financial sector regulatory and supervisory independence rsi has received only marginal attention in literature and practice however experience has demonstrated that improper supervisory arrangements have contributed significantly to the deepening of several recent systemic banking crises in this paper we argue that rsi is important for financial stability for the same reasons that central bank independence is important for monetary stability the paper lays out four key dimensions of rsi regulatory supervisory institutional and budgetary and discusses ways to achieve them we also discuss institutional arrangements needed to make independence work in practice the key issue in this respect is that agency independence and accountability need to go hand in hand the paper discusses a number of accountability arrangements

in addition to providing foundational information about ethical codes and legal statutes this new text advocates for counseling personnel to view ethical issues as challenges for personal and professional growth written in an accessible concise and easy to read style this book endeavors to broaden the traditional focus of ethical study to include topics that students and practicing clinicians will find consistent with their own personal strivings and professional needs while covering the traditional core precepts of professional ethics in considerable detail confidentiality informed consent boundaries and the use of power and competency and professional responsibility it also advocates for counseling personnel to view ethical issues as challenges for personal and professional growth and it includes a number of critical topics that counselors and therapists face or will face in daily practice these include organizational ethics virtue ethics and an expanded view of multicultural ethics with a focus on community values as well as on religious and spiritual issues this new book includes a special chapter in the appendix that emphasizes ways in which counselors and therapists can grow and achieve excellence in their personal and professional lives unique and essential coverage of organizational ethics is addressed making readers aware of how organizational dynamics can exert such powerful influence on ethical decision making ch 4 10 14 unique coverage of the ethical considerations involving spiritual and religious issues as well as the use of alternative interventions in counseling and psychotherapy are covered including the common lawsuits brought against counselors and therapists using spiritual and alternative interventions ch 3 a unique section in the appendix describes the psychological and philosophical basis of ethical decision making for readers who want and need a more in

depth discussion

aiming to provide readers with basic information about the practical aspects of clinical service this book also covers current professional issues and the role of psychological associations in their professional development the text integrates practical and professional issues important to beginning professionals in psychological service settings and enhances practical information with case studies so that a real world view is conveyed legal and ethical issues are also introduced

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