Supervision Smoothies: Blending up Success for Supervisors and Students

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Learning Objectives

At the end of this session participants will:

1. Be able to identify 4 key factors that make mentoring in the student experience successful for supervisors and students.

2. Be able to describe at least 3 attributes of an environment that supports a positive fieldwork experience for students and supervisors.

3. Define a 4-step model for managing conflict with the student learning experience.

4. Have engaged in discussion with fellow workshop participants regarding strategies for successful student supervision.

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Why Smoothies?

• Current!
• Emphasis on healthy, “smooth” experiences for students and supervisors!
• Takes many ingredients and lots of work to make this happen and look simple!
Today’s Menu: Serving up 4 Smoothies!

1. “What are we Doing and why are we Doing it? Smoothie” (a.k.a. as the Organizational Management Smoothie)
2. “I have no idea what I am doing and how I am supposed to do it while carrying a full caseload smoothie” (a.k.a. the Student Supervisor Training Smoothie)
3. “Throw in the towel, become passive/aggressive, dig in your heels, and/or ignore what Is going on Smoothie” (a.k.a. the Conflict Management Smoothie)
4. “I’m great! We’re great! Wait - are we really great? Smoothie” (a.k.a. the Student Experience Smoothie)
Key Factors that Make Supervising/Mentoring Work

• A clear agreed set of objectives.
• Communication and Training.
• Matching of supervisors/mentors and mentees.
• Evaluation and review of the program.
• Reciprocity in the relationship
• Dedication to the process
LET’S BLEND!

Smoothie #1: “What are we Doing and why are we Doing it” (aka the Organizational Management Smoothie)

Ingredients to include:
Program evaluations
Policies and procedures
“Environmental Impact”
LET’S BLEND!

Smoothie #2: “I have no idea what I am doing and how I am supposed to do it while carrying a full caseload Smoothie” (aka the Student Supervisor Training Smoothie)

Ingredients to include:
- Identifying supervisors and their needs
- Formal and informal training programs
- Feedback and supervisory support

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• 1. Prepare to address the conflict situation

• 2. Set the Stage for addressing the conflict situation

• 3. Go over the Past

• 4. Look toward the Future
LET’S BLEND!

Smoothie #3: “Throw in the towel, become passive/aggressive, dig in your heels and/or ignore what is going on Smoothie” (aka the Conflict Management Smoothie)

Ingredients to include:
Conflict management training
Adoption of conflict management model by entire team
References


• LaRoche, L. (1998). *Relax: You may only have a few minutes left. Using the power of humor to overcome stress in your life and work*. Villard: New York.

References

• Studor, Quint. (2003). Hardwiring Excellence, Firestarterpublishing.com
Resources

• Kimberly McNally MN, RN