



‘SAFEGUARDING’ SUPERVISION AND THE EMPOWERMENT DYNAMIC™

RUBY PARRY



OUTCOMES

WE WILL HAVE

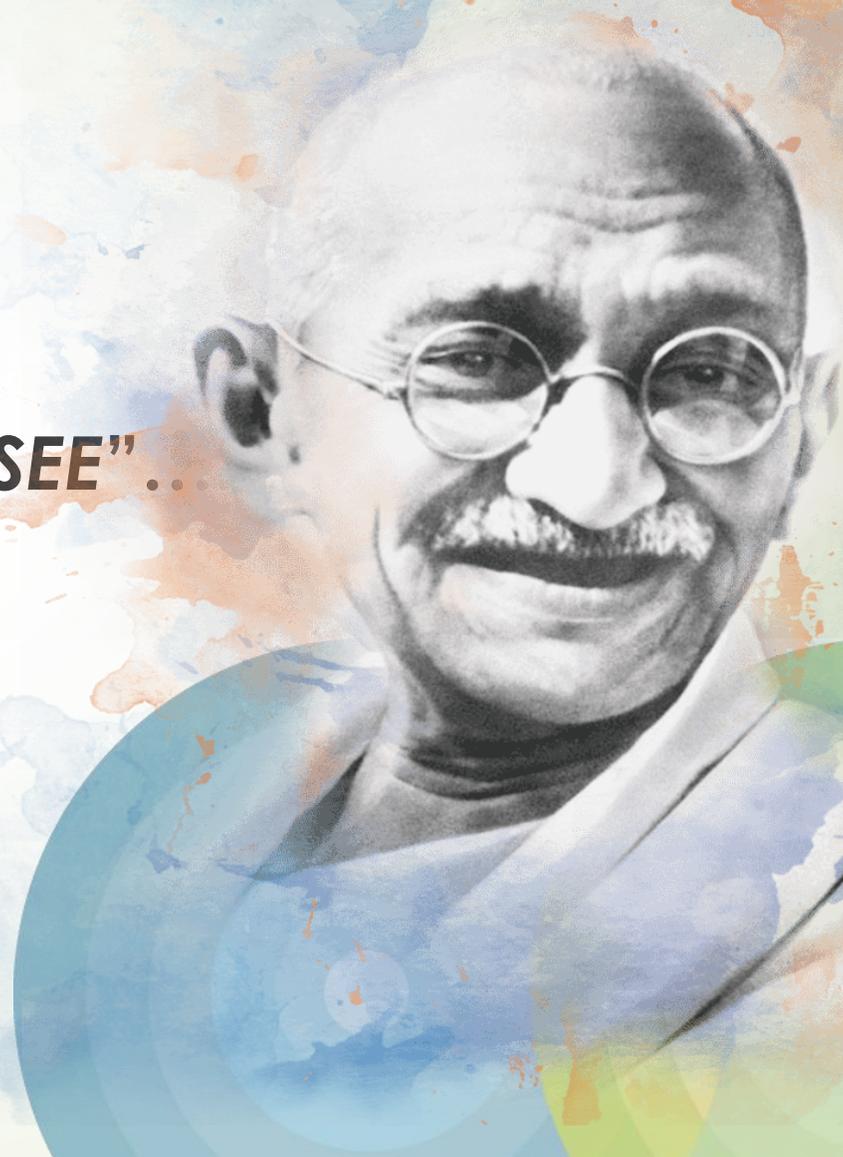
- ▶ EXPLORED HOW THE EMPOWERMENT DYNAMIC™ CAN SUPPORT EFFECTIVE SAFEGUARDING SUPERVISION, AND,
- ▶ CONSIDERED HOW TED™ CAN ENABLE YOU TO HARNESS THE POWER OF INTERNAL AND EXTERNAL NARRATIVE TO CREATE A MORE INFORMED AND EMPOWERING DIALOGUE IN WORK AND IN LIFE!





MAHATMA GHANDI :

“BE THE CHANGE YOU WANT TO SEE” ..



WHAT DO YOU SEE???



SWIMMING IN CIRCLES....



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

GOOD SUPERVISION IS REFLECTIVE...



[This Photo](#) by Unknown Author is licensed under [CC BY](#)

...BUT WE DON'T ALWAYS
SEE CLEARLY...



THE POWER OF NARRATIVE

- ▶ TELL YOUR STORY..
 - ▶ **WHY** DID YOU START WORKING IN RESIDENTIAL CHILD CARE?
 - ▶ **HOW** DID YOU BECOME A REGISTERED MANAGER?

 - ▶ MAKE SOME NOTES FOR EACH OTHER....
- 



THE 3 VITAL QUESTIONS

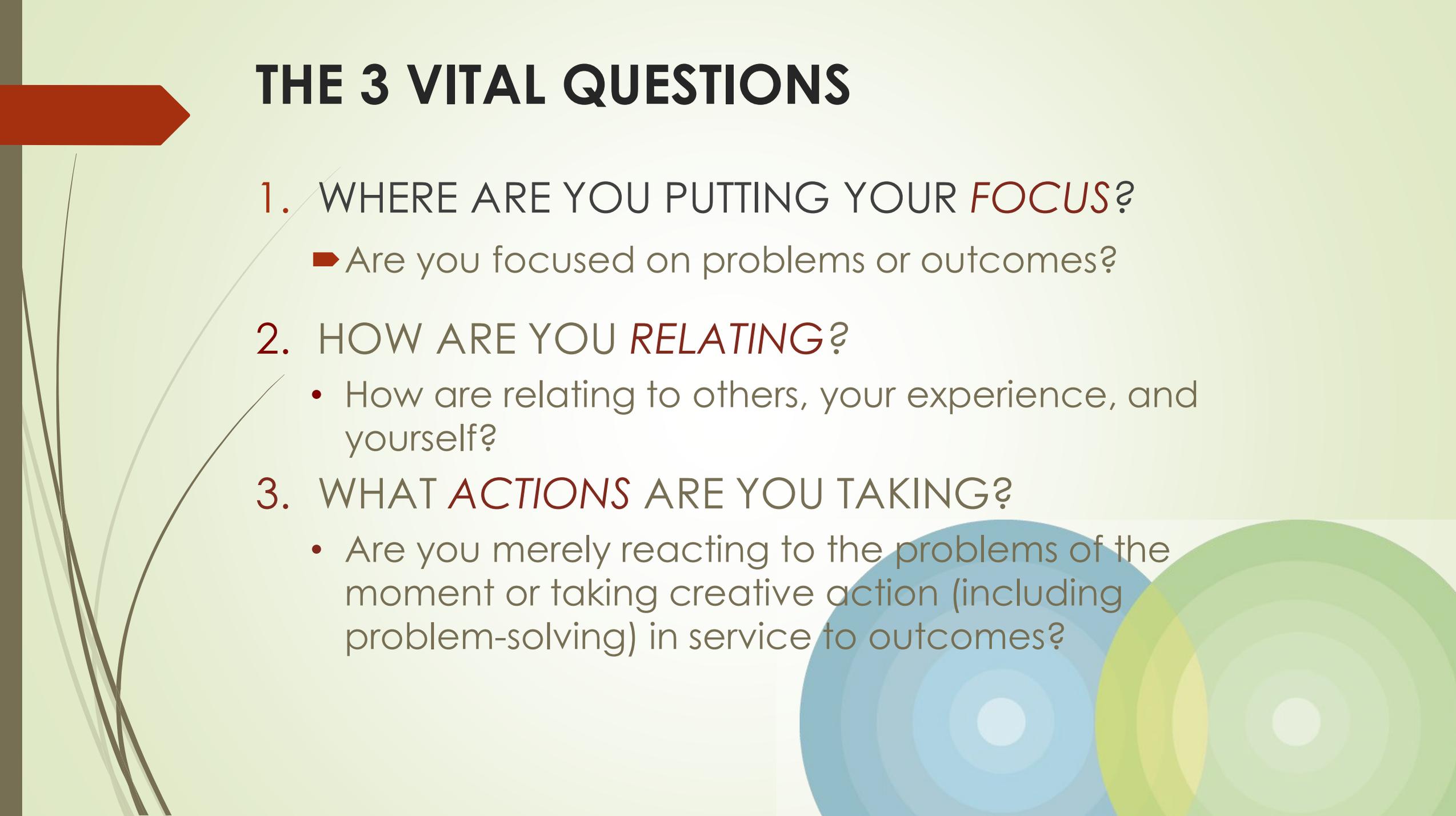
1. WHERE ARE YOU PUTTING YOUR *FOCUS*?

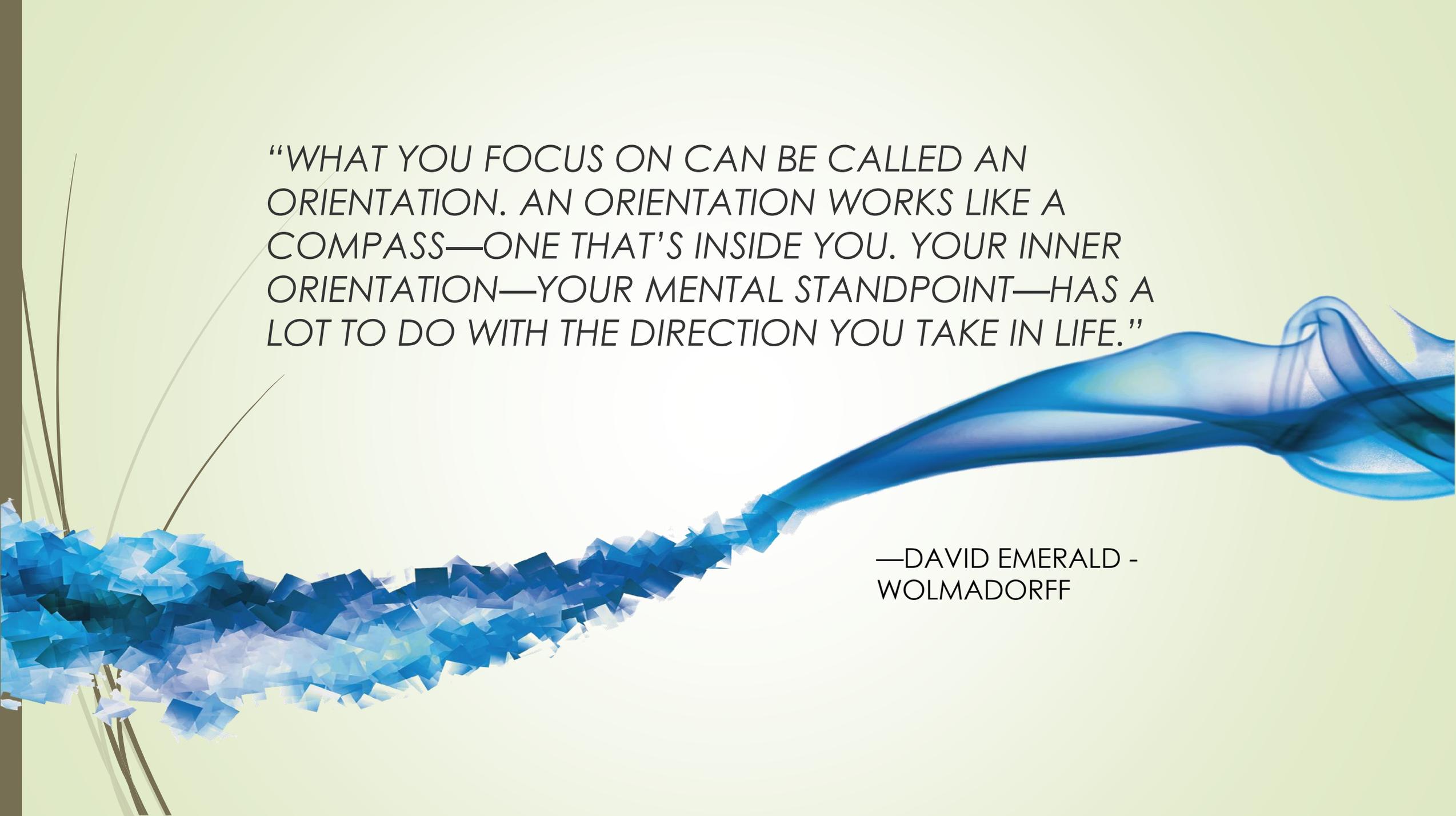
- ▶ Are you focused on problems or outcomes?

2. HOW ARE YOU *RELATING*?

- How are relating to others, your experience, and yourself?

3. WHAT *ACTIONS* ARE YOU TAKING?

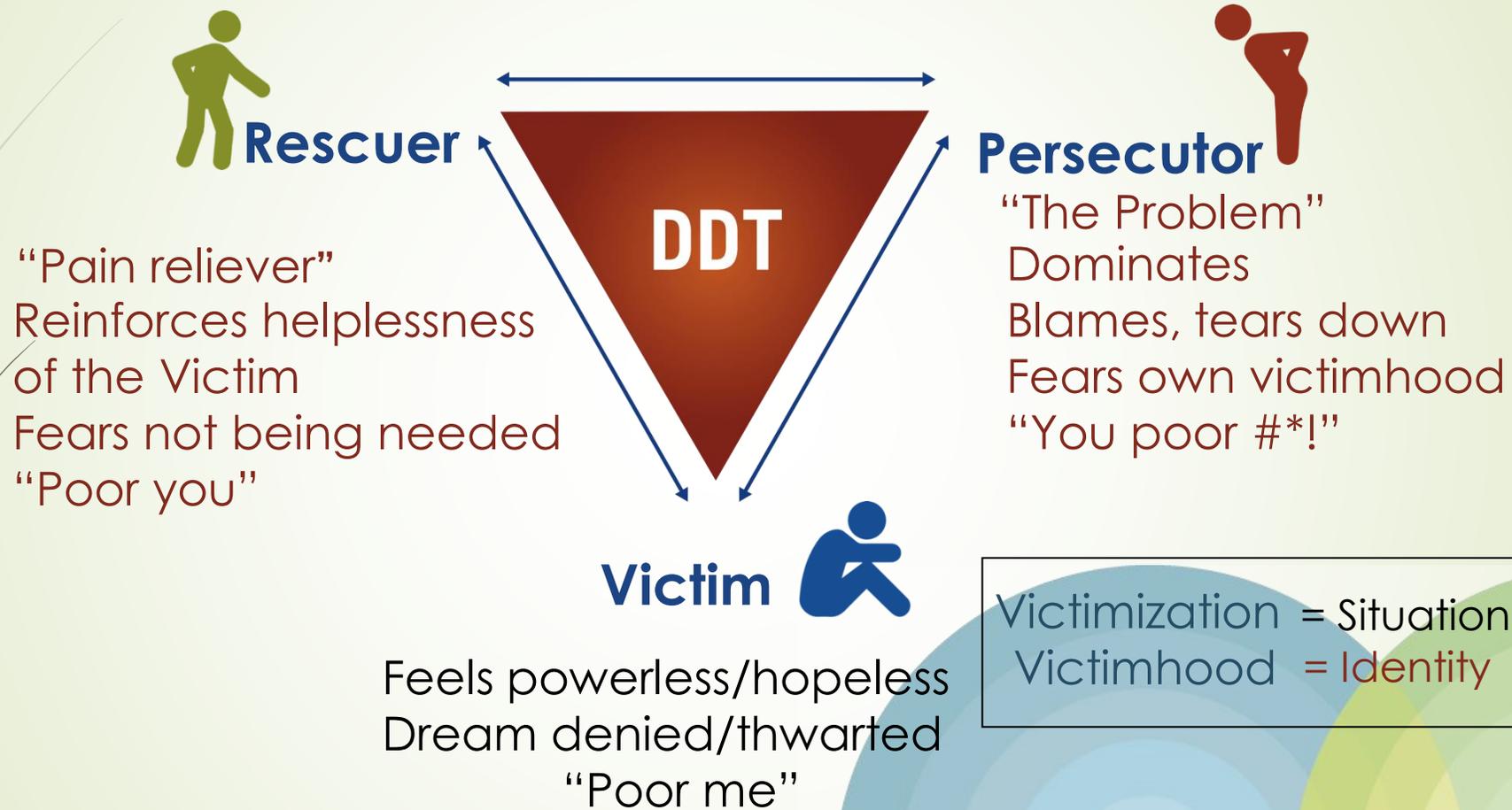
- Are you merely reacting to the problems of the moment or taking creative action (including problem-solving) in service to outcomes?
- 



“WHAT YOU FOCUS ON CAN BE CALLED AN ORIENTATION. AN ORIENTATION WORKS LIKE A COMPASS—ONE THAT’S INSIDE YOU. YOUR INNER ORIENTATION—YOUR MENTAL STANDPOINT—HAS A LOT TO DO WITH THE DIRECTION YOU TAKE IN LIFE.”

—DAVID EMERALD -
WOLMADORFF

THE DREADED DRAMA TRIANGLE



Based on the Karpman Drama Triangle by Dr. Stephen Karpman.

DRAMA....



[This Photo](#) by Unknown Author is licensed under [CC BY-NC](#)



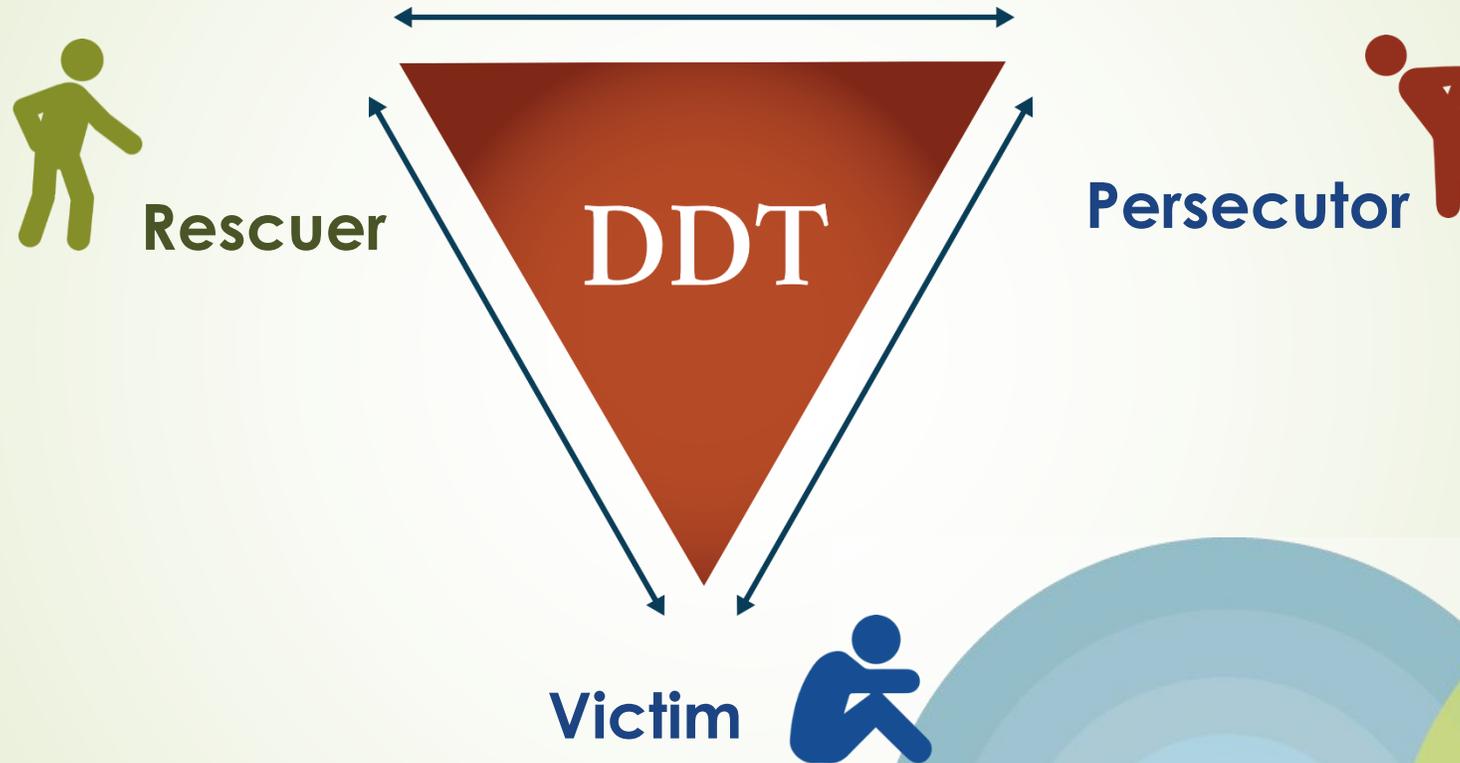
THE 3 VITAL QUESTIONS

2. HOW ARE YOU *RELATING*?

- HOW ARE RELATING TO OTHERS, YOUR EXPERIENCE, AND YOURSELF?
- ARE YOU PRODUCING OR PERPETUATING DRAMA OR EMPOWERING OTHERS AND YOURSELF TO BE MORE RESOURCEFUL, RESILIENT AND INNOVATIVE?



THE DDT WITHIN

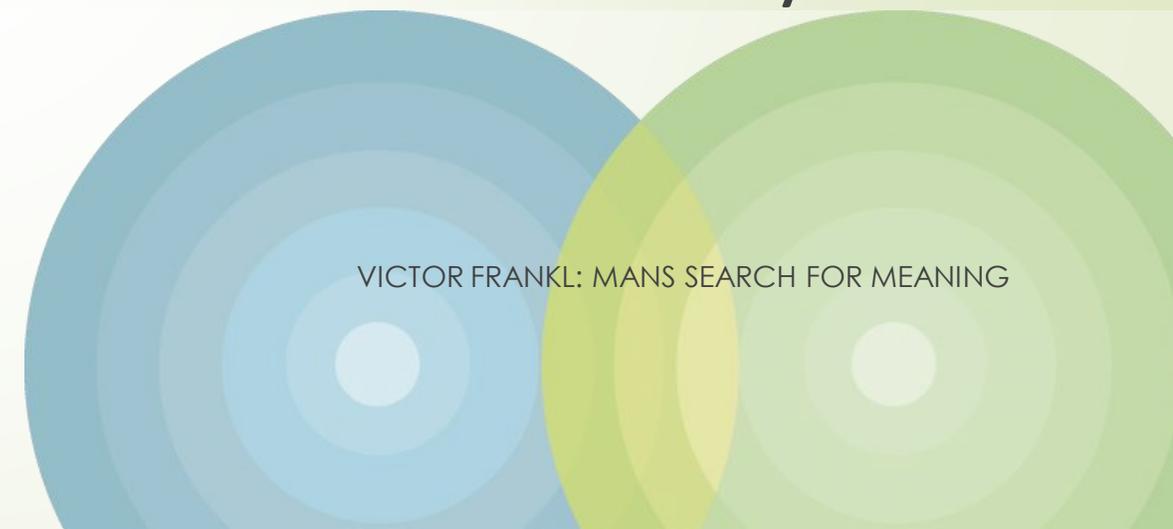


Thanks to Professor Stephen Karpman and David Emerald Wolmadorff



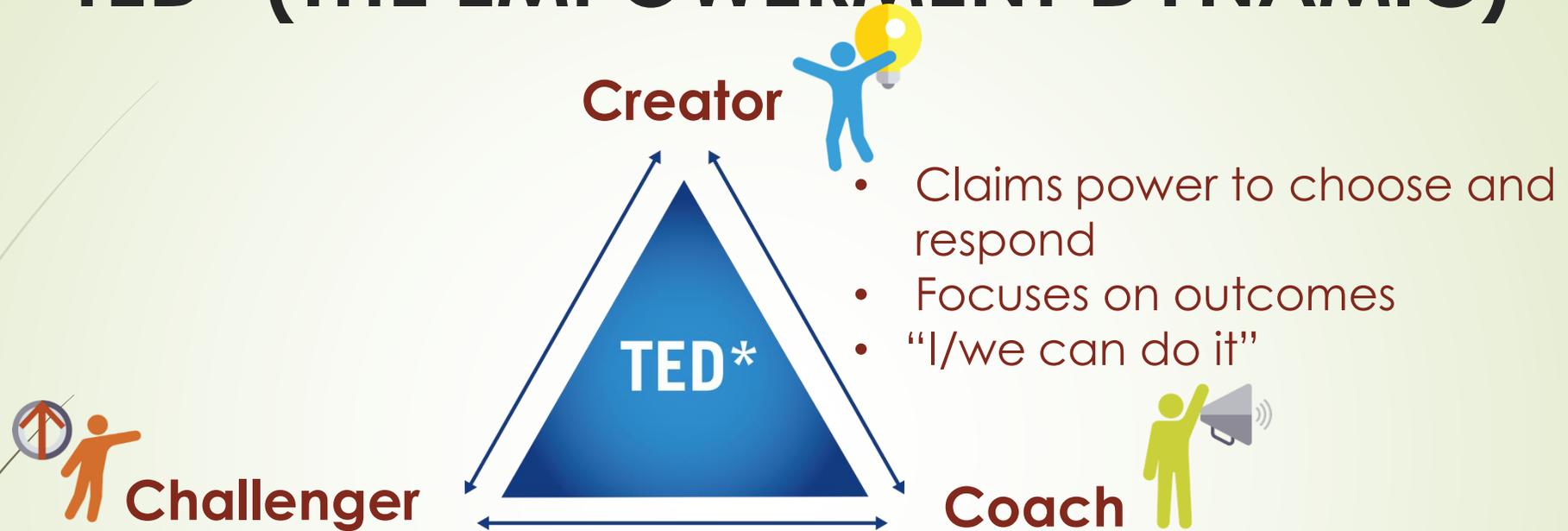
WHERE ARE YOU PUTTING YOUR FOCUS?

“Everything can be taken from a man but one thing: the last of the human freedoms – to choose one’s attitude in any given set of circumstances, to choose one’s own way.”



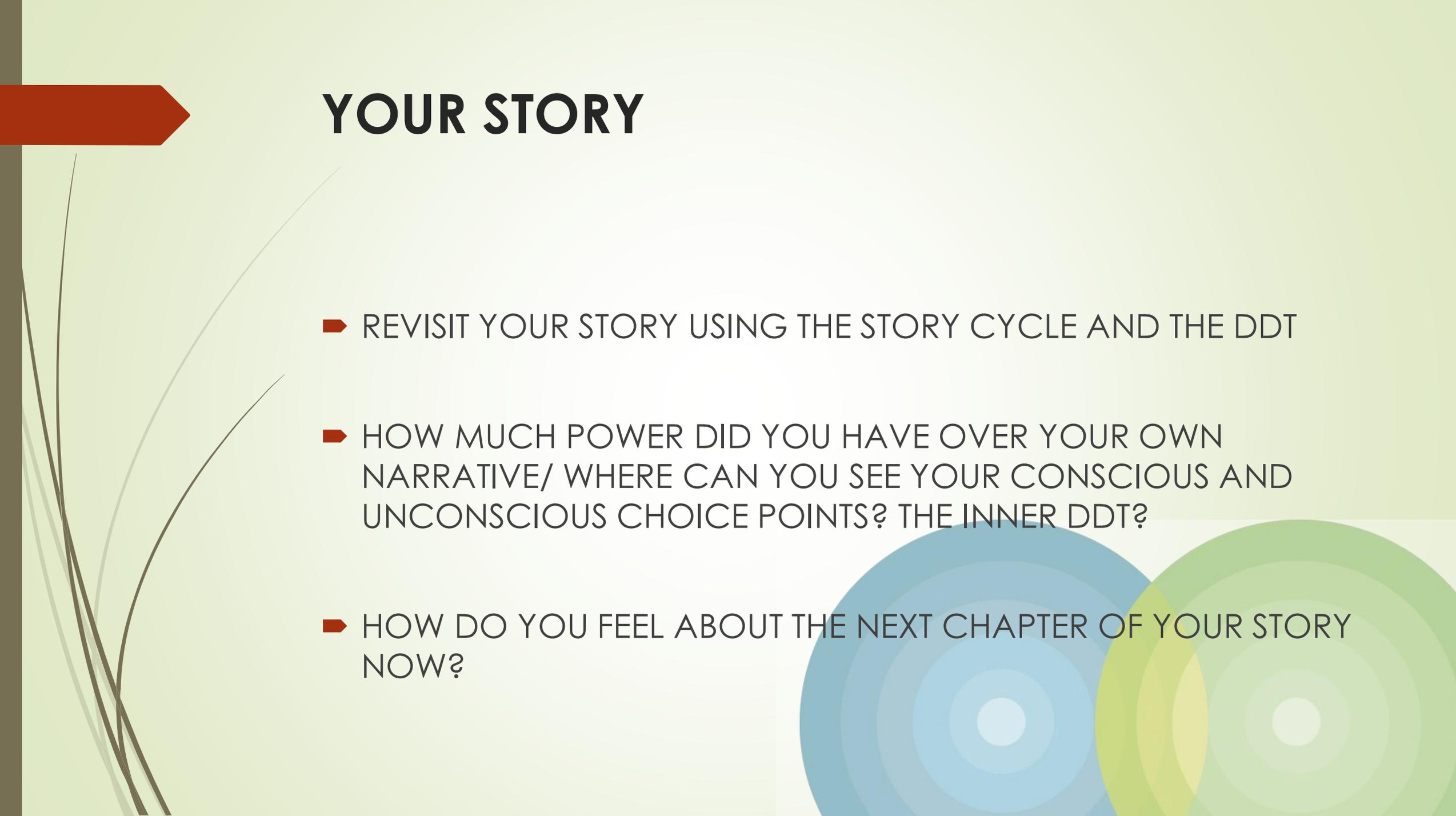
VICTOR FRANKL: MAN'S SEARCH FOR MEANING

TED* (THE EMPOWERMENT DYNAMIC)[®]





YOUR STORY

- REVISIT YOUR STORY USING THE STORY CYCLE AND THE DDT
 - HOW MUCH POWER DID YOU HAVE OVER YOUR OWN NARRATIVE/ WHERE CAN YOU SEE YOUR CONSCIOUS AND UNCONSCIOUS CHOICE POINTS? THE INNER DDT?
 - HOW DO YOU FEEL ABOUT THE NEXT CHAPTER OF YOUR STORY NOW?
- 



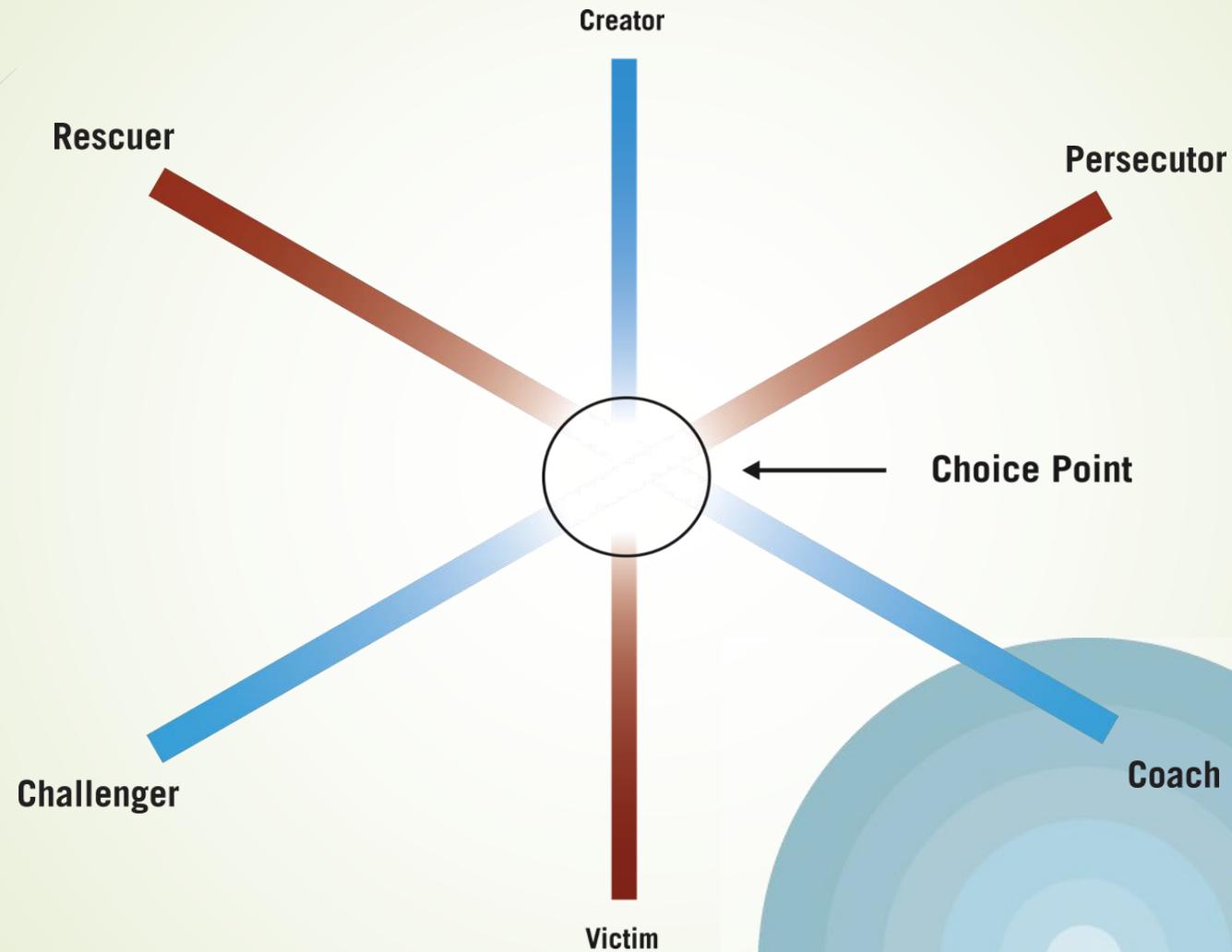
THE 3 VITAL QUESTIONS

3. WHAT *ACTIONS* ARE YOU TAKING?

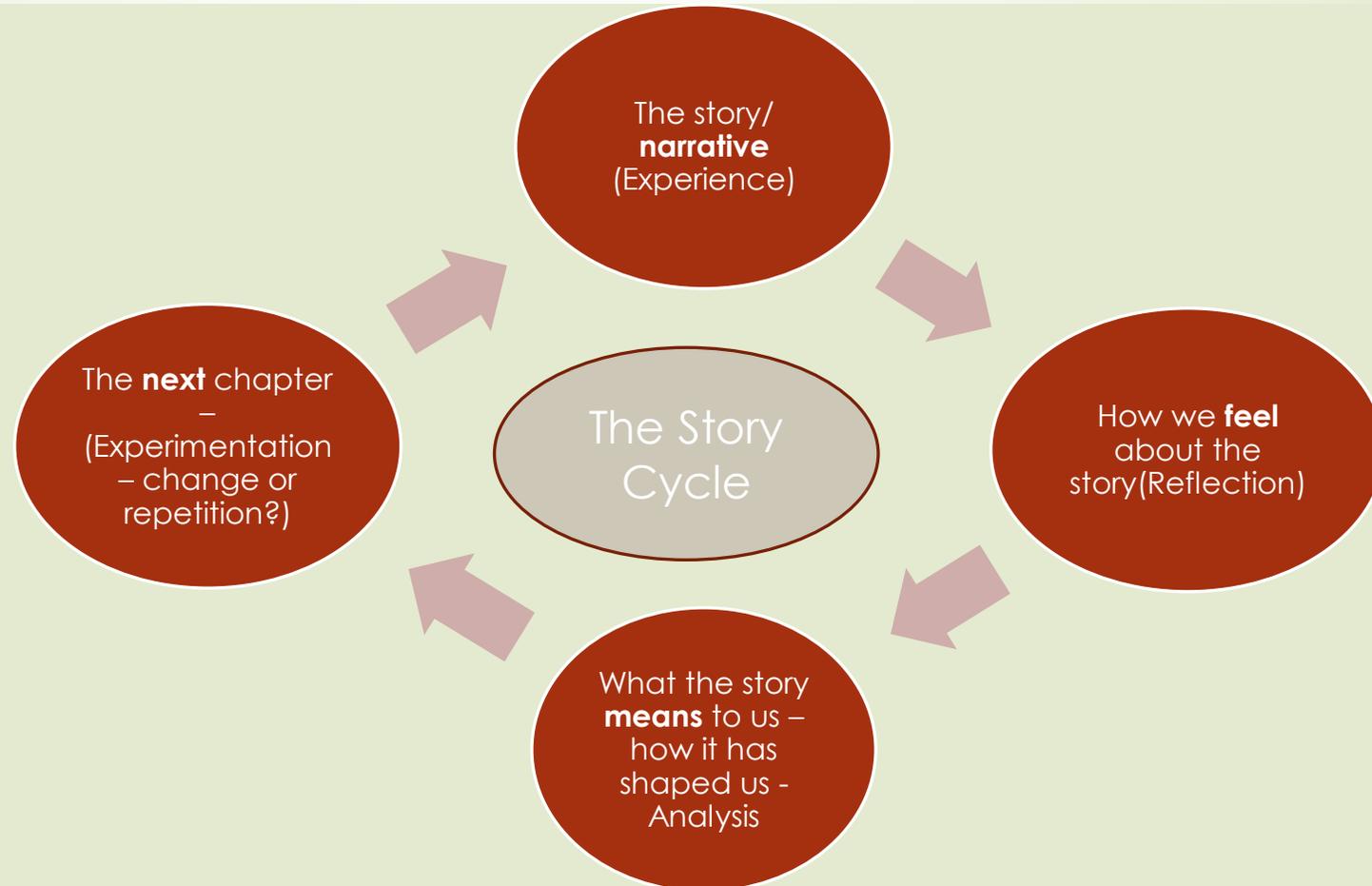
- ARE YOU MERELY REACTING TO THE PROBLEMS OF THE MOMENT OR TAKING CREATIVE ACTION (INCLUDING PROBLEM-SOLVING) IN SERVICE TO OUTCOMES?



MAKING SHIFTS HAPPEN: CHOICE POINTS



KOLB'S LEARNING CYCLE AND MORRISON'S STORY CYCLE





GENF!!

- NEEDING TO HAVE IT ALL FIGURED OUT **BEFORE** YOU BEGIN TO CREATE IS THE “ENEMY” OF LEARNING, CREATIVITY, AND INNOVATION.....
- IS THIS GOOD ENOUGH FOR NOW?????





HOLDING THE DYNAMIC TENSION...

- ▶ EFFECTIVE SUPERVISORY CONVERSATIONS:
 - ▶ EMPOWER OTHERS TO EXPLORE THE NARRATIVE AND TO ACKNOWLEDGE AND MANAGE THE *REALITY* OF RISK AND THE ANXIETY IT CREATES...
 - ▶ IDENTIFY THE 'BABY STEPS' THAT WILL LEAD US CLOSER TO THE BEST OUTCOMES THAT **WE**, AND **THEY**, WANT TO CREATE.....
- 

IN OR OUT???





UBUNTU...

