The meaning and perceived function of supervision in an NHS organisation.

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April 2017
Findings from existing studies

• Implementing supervision remains challenging and conflicted

• The impact and role of organisational culture needs acknowledgement

• Organisational learning is critical
Consequential Theme: Understanding and using supervision

Theme 1: Supervision advantages and contradictions

Theme 2: Organisational mediation
Understanding and using supervision

Level of Sophistication

State of Readiness

Micro level  Meso level  Macro level
(Individual)  (Organisational)  (National)
Conclusions

• Recognise that supervision and clinical supervision are not fixed entities

• Effective supervision is affected by:
  • Context, climate and culture
  • Sophistication (maturity) of interpersonal relationships
  • Skills of the supervisor and supervisee
References


