

## **Supervision I: A Developmental Learning Approach**

**It's time to take your supervision work to the next level.**

**Learn amazing skills and earn 8 CE hours**

Have you been looking for your opportunity to build amazing supervision skills? Are you ready to make your supervision work more than just a conversation about diagnosis, and technique? Are you ready to develop the skills you need to help your supervisees learn, grow, and become more effective at what they do?

If you're ready... it's time you learned the same skills that the management professionals at Disney, Apple, Google, and other fortune 500 companies have been using for years. This is your opportunity to become the supervisor everyone wants to work with.

You start with the assumption that a great supervisor isn't gifted, or in possession of any special talents. They're not smarter, or in any way different than you. They simply had an opportunity to learn a set of skills that are useful, and effective. Then they practiced, took feedback, and practiced again until they became excellent at what they do.

If you're ready to take your supervision work to the next level, this training is for you.

### **Training Outline:**

Supervision is a set of skills

- A. Less information... more skills
- B. Supervision is about learning and change
- C. The attitudes, values, and beliefs of the supervisor
- D. The point of supervision

Well-formed outcomes

- A. What will you be doing differently?
- B. When you've reached your outcome what will it look, sound and feel like?
- C. What is your outcome today?
- D. Practice

Heuristics and the Satir model

- A. People change because of emotion. Supervision is an experience.
- B. Leveling
- C. The Satir model of coping
- D. Your model of coping
- E. Practice

Assumptions of effective supervision

- A. Behavior is adaptive
- B. We organize our behavior according to need
- C. Primary organizing needs.
- D. Practice

Learning and change

- A. Learning is taking action in the world
- B. The bell curve of change
- C. Practice

Our best adaptation

- A. Adaptation to stress and survival
- B. Behavior is always a pattern/strategy
- C. The nervous system and stress management
- D. An effective adaptation is unconscious and compulsive
- E. Common human adaptations
- F. Practice

A focus on maturity

- A. Fritz Pearls and maturity
- B. The bell curve of change and maturity
- C. Change is about the nervous system, not information
- D. Acceptance and acting out
- E. Practice

All behavior is state dependent

- A. State, mood, and strategy
- B. Different state = Different person
- C. State is strategy
- D. Practice

The supervision experience

- A. Putting this all together
- B. What experience do they need?
- C. Practice

### **Learning Format:**

This training will be 8 hours. It is classroom based, but almost entirely experiential. It will be a combination of demonstration, practice, feedback, and debriefing. Participants will have the opportunity to see advanced supervision skills demonstrated, discuss important elements, and then practice these skills with a focus on their individual setting/needs. The goal of this training is the development of skills that allow the clinician to have useful, and effective supervision interactions.

### **Learning Objectives:**

1. Participants will understand the importance of a well-formed outcome in supervision, and how to establish an outcome. Participants will have the opportunity to practice this skill.
2. Participants will learn the assumptions necessary for effective supervision, as well as the attitudes, values and beliefs that support an effective supervision process. This will be practiced throughout the training.
3. Participants will develop an understanding of the learning process that leads to behavior change. They will apply this skill in practice.
4. Participants will understand the importance of maturity in the supervision process, as well as the importance of state dependent memory, learning and behavior. Participants will focus on the skills needed to manage supervisee state/mood.

### **Location:**

All Sioux Falls training is held at the Lumber Exchange building conference center on 101 South Reid Street. The Lumber Exchange building, sometimes called the CNA building, is located downtown, within easy walking distance of four different hotels. The conference space is comfortable, and private, with excellent parking on site, and across the street.

### **Cost:**

The cost is \$200 per person, and space is limited. Call Sioux Falls Hypnosis at **605-702-6691** today to begin your registration process.

### Continuing Education:

#### **South Dakota Counseling Association**

The South Dakota Counseling Association has been approved by NBCC as an Approved Continuing Education Provider, ACEP No. 2042. Programs that do not qualify for NBCC credit are clearly identified. The South Dakota Counseling Association is solely responsible for all aspects of the programs.

This organization, The South Dakota Counseling Association approval ID 1058, is approved as a provider for continuing education by the: South Dakota Board of Social Work Examiners.

Rebecca Christiansen LPC-MH, LPC, NCC-ACEP Administrator

South Dakota Counseling Association P.O. Box 95 Aberdeen SD, 57402 [sdca.counseling@gmail.com](mailto:sdca.counseling@gmail.com)  
[www.sdccounseling.org](http://www.sdccounseling.org)

#### **South Dakota Social Workers**

Daniel Burow #1067 is approved as a provider for continuing education by the South Dakota Board of Social Work Examiners. Social Workers will receive 20 hours of continuing education clock hours for participating in this course.

### Refunds/Cancelations:

If an attendee cancels prior to the first day of training, they will receive a complete refund, minus applicable credit card, or other transfer fees. If an attendee does not feel that the training course fits their needs at the end of the first day, they will receive a complete refund minus any applicable transfer fees. If an attendee completes the training, and does not feel satisfied with training, they will be refunded half of the cost of the training. Any other complaint or dispute can be addressed directly with Daniel Burow.

### Trainer:

Daniel Burow is a psychologist, consultant, trainer, and past C-suite executive for healthcare, and mental health operations across the United States. He started his career as a Professor of Psychiatry at the University of South Dakota School of Medicine. He left this position to be a founding partner, and the Vice President of Operations at Curaquick, one of the nation's first retail health care chains. The Curaquick team opened clinics in seven states working with both Walmart and HyVee stores. Daniel sold his interests in Curaquick, and went on to become the Chief Clinical Officer at Deer Oaks Mental Health. He was part of the management team that took Deer Oaks from 180 clinicians in 9 states to 360 clinicians in 19 states. During his time at Deer Oaks, the company went from 13 million to 30 million a year in revenue. Daniel left Deer Oaks to take the position of Vice President of Operations with Medoptions, the nation's largest provider of behavioral health services in rehabilitation and long-term care. At Medoptions he worked with a staff of more than 800 Social Workers, Psychologists and Psychiatrists providing care in 21 states, including psychotherapy and psychiatry services. While at Medoptions, Daniel managed the integration of one of the largest behavioral health business acquisitions ever completed, and when he left Medoptions the company generated over 90 million a year in revenue.

Daniel currently works as a consultant for corporations, and private equity groups across the United States who have an interest in the behavioral health space. He specializes in working with private equity groups, executive teams, operations managers, and clinical staff to improve business operations and clinical service. Daniel did his doctoral dissertation on Ericksonian Hypnosis, and spent the last 25 years applying hypnosis to clinical issues, as well as clinical supervision, training, sales, team building and customer service. He is an expert in non-verbal communication and behavioral analysis and has trained government, military, law enforcement, mental health providers, and business groups across the United States. Daniel owns Sioux Falls Hypnosis where he offers hypnosis services as well as training, and continuing education programming for psychologists, counselors, social workers, hypnotists, business managers, sales staff, and lay people working in the helping fields

Daniel is the author of *Rebels Poets and Mystics*, published in 2008 as well as his latest book, *The Bigger Picture*, which was released in 2021 and available on Amazon.

### What Other Say:

As a clinical director, Dr. Burow was instrumental in shaping my approach to managing clinicians in the field. With his guidance, I developed an approach involving common sense, openness, and a commitment to both my employer and my patients.

Melissa Mathews, Psychologist IN

As a social worker, I feel like I read people fairly well. After training with Dan, I realized that I have a lot to learn. Dan not only explains what he teaches, but he demonstrates it through one-on-one and group exercises that give you the skills you need. If you ever get the chance to attend training put on by Dan, do it! You will not regret it!

Mollie Sanchez, MSW SD

Daniel Provided an amazing training experience. He is knowledgeable and passionate, with an educator's gift for teaching. He provides a solid foundation and the support needed to apply what you learned. His approach is immersive and each time we connect, I learn more and more!

Jessie Brockel, Counselor SD

Daniel is incredibly engaging and welcoming to all participants regardless of where they are on their journey. All questions are answered in a way that brought a "real world" application to the scenario. It does not matter if you are starting out with zero knowledge, or are a 20 year private practice veteran, this training is for you.

Rebecca Christiansen LPC-MH Executive Director South Dakota Counseling Association

I've been a licensed clinical social worker since 1990. I can truly say that I have felt more effective in my work with my clients since training with Daniel I can only speak for myself, but it was one of the hardest things for me to do...to knock on his door and start the process. It was one of the best decisions I've made in a long time.

Gary Zeutenhorst, LCSW IA

Daniel is a master. This was my first adventure into working with him, and I came to trust him as a teacher and guide. I highly recommend him as a fellow counselor. You should train with Daniel when you get the chance!

Lisa Koenecke, Trainer, Ted X Speaker, Certified Diversity Professional

Daniel Burow is a talented teacher. He is compassionate, creative and has tremendous integrity. I highly recommend him!

Stephen Gilligan, Psychologist CA

The most useful part of this training was truly embracing my inner intuition and “go with it.” You will make mistakes and that’s okay. The point is to be authentic and create the most powerful experience possible for client.

Megan Spawn, Counselor SD