An Outline for Supervision:

Redefining Supervision for Modern Challenges

Supporting leaders, strengthening systems

rreal supervision

WHY DOES SUPERVISION NEED TO EVOLVE?
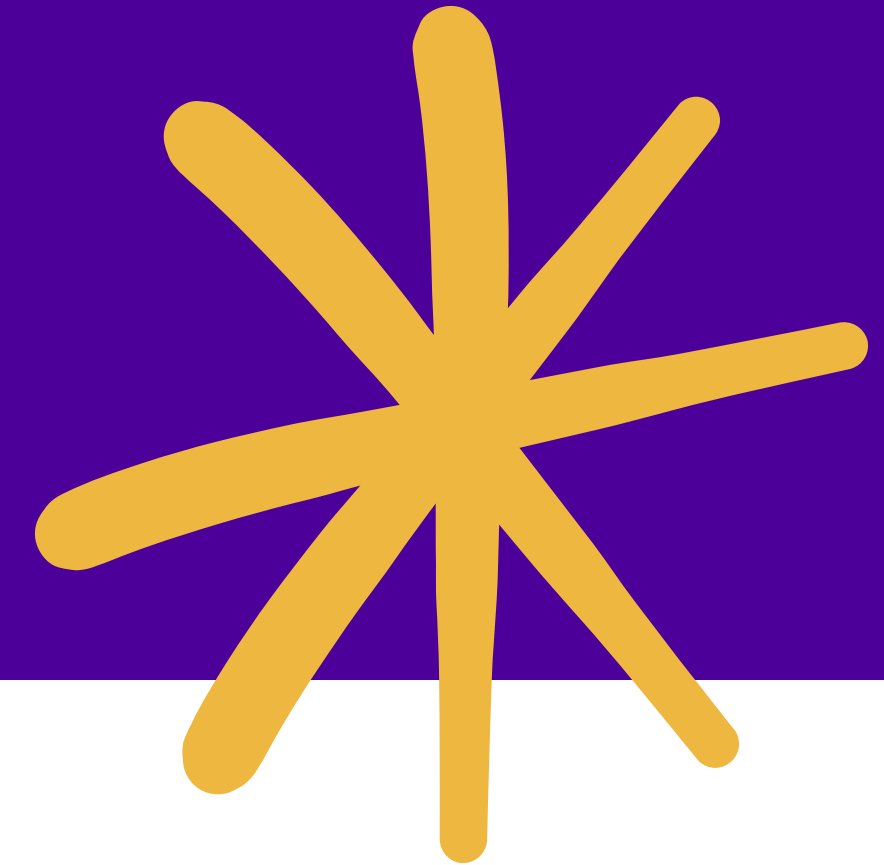
Working life is difficult and quality supervision is needed more than ever for practitioner well being. Burnout is prevalent

Traditional models do not reflect the current realities of work today in health and community services

Supervision is much more than compliance and oversight

A systemic (multi-leveled) approach has the most potential to create sustainable work practices

THE CREATORS OF RREAL

Optimising extensive experience in supervision, professional practice, organisational psychology and academia

ANGELA POWELL

Angela is the Founder of Live Well Counselling www.livewellcounselling.com.au. She is an Accredited Mental Health Social Worker, Trauma Therapist and ICF Accredited Coach with over 30 years of clinical experience spanning trauma-focused therapies, university teaching, and clinical supervision.

Angela provides individual and group supervision, training workshops, and leadership consultation to foster resilience, psychological safety, and wellbeing in organisations. Her evidence-based, client-centred approach empowers individuals, teams, and leaders to build resilience, promote ethical practice, and sustain well-being.

An internationally certified Compassion Fatigue Therapist and Educator, Angela also engages in research and editorial activities on international trauma journals and serves on boards in the human services sector.

KATHRYN MCEWEN

Kathryn is a registered organisational psychologist and Fellow of both the Australian Psychological Society and Association of Coaching.

She is the developer of the Resilience at Work® Toolkit – an integrated set of resilience assessments, books and resources used in practice and research globally. Kathryn is also the Founder of Perspective, a web application that assists teams in working together effectively in challenge and change www.gainperspective.ai

She has extensive experience in the clinical supervision of psychologists and leader coaching and team development in the allied health and human services sectors.

SOPHIE DIAMANDI

Sophie is a qualified social worker with more that 30 years' experience as a counsellor, consultant, mentor and social work academic in a variety of universities.

She has practised in mental health, domestic violence, rape and sexual assault, working with children, youth and families, older persons, migrants, refugees and asylum seekers, relationship challenges and those living with a disability.

Sophie provides professional clinical supervision and specialises in cultural supervision.

INTRODUCING THE RREAL DNA

RReal Supervision Model

"Five Pillars of Effective Supervision"

Builds on best practice research and models
RREAL builds on research into the elements of quality supervision. It is underpinned by a deep appreciation of the dynamic interplay between relationships, resilience, empowerment, alignment and learning.

Addresses system issues and changes cultures
RREAL is a uniquely reflexive and blended approach that aligns individual, team and leader supervision to create systemic change

Keeps clients central
RREAL incorporates individual and collective reflection on cases, critical issues and clinical practice.

Maximises practitioner wellbeing
RREAL is strengths based and ensures wellbeing is at the core of supervision

THE RESILIENCE AT WORK® TOOLKIT

Enablers

Individual Resilience ↔ Team Resilience

Leading For Resilience

(R@W Leader)

Outcomes

- Optimised Team Work
- Change Adaptability
- Engagement & Wellbeing
- Sustained Performance
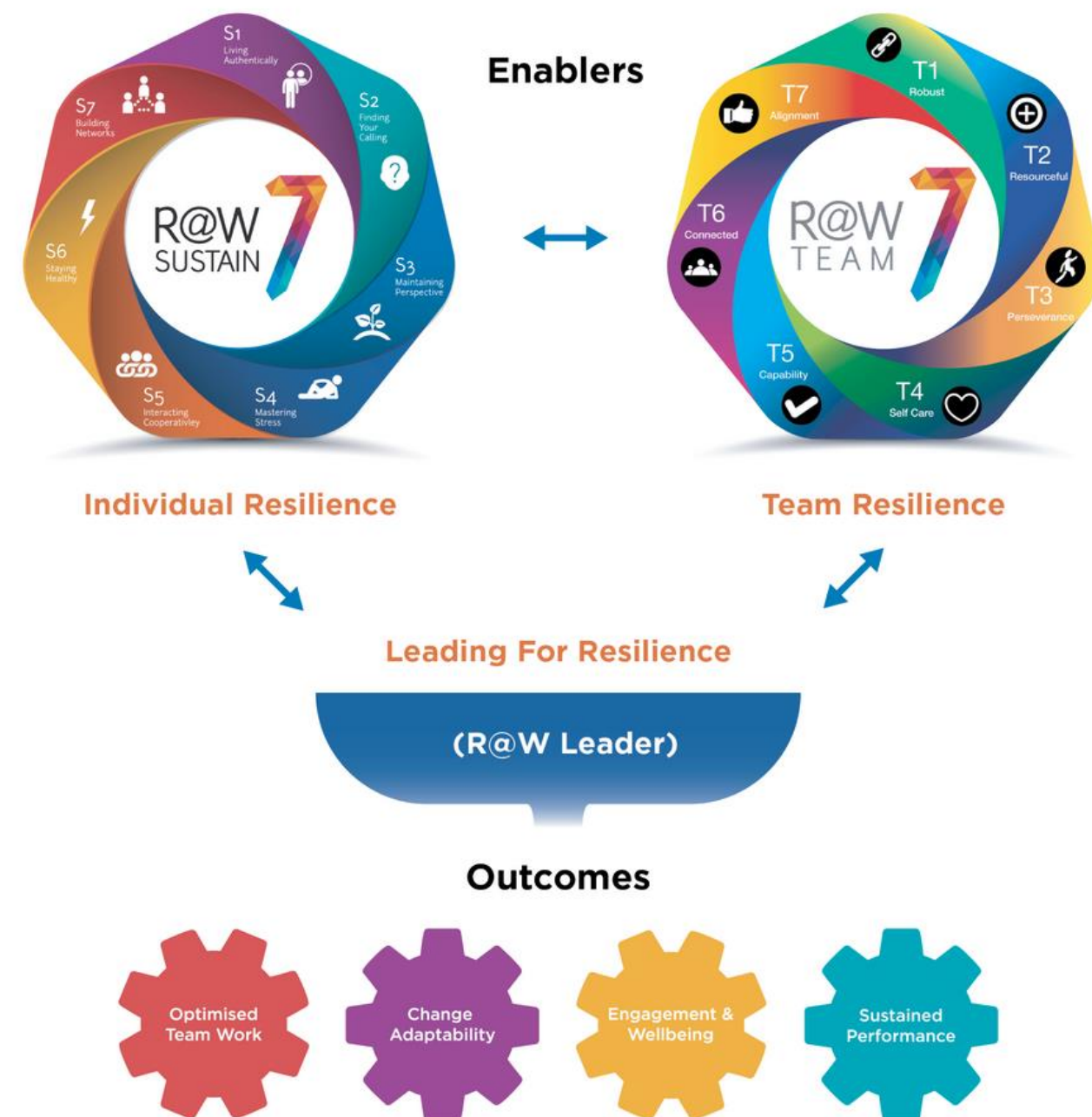
"Actionable Tools for Sustainable Performance and Resilience"

RREAL incorporates the Resilience at Work Toolkit

The Toolkit is backed by substantive research and is used globally by academics and practitioners to build resilient workplaces.

It provides a common language and shared roadmap for resilience.

It moves beyond personal resilience to explore practice and system elements that create a culture of wellbeing and resilience
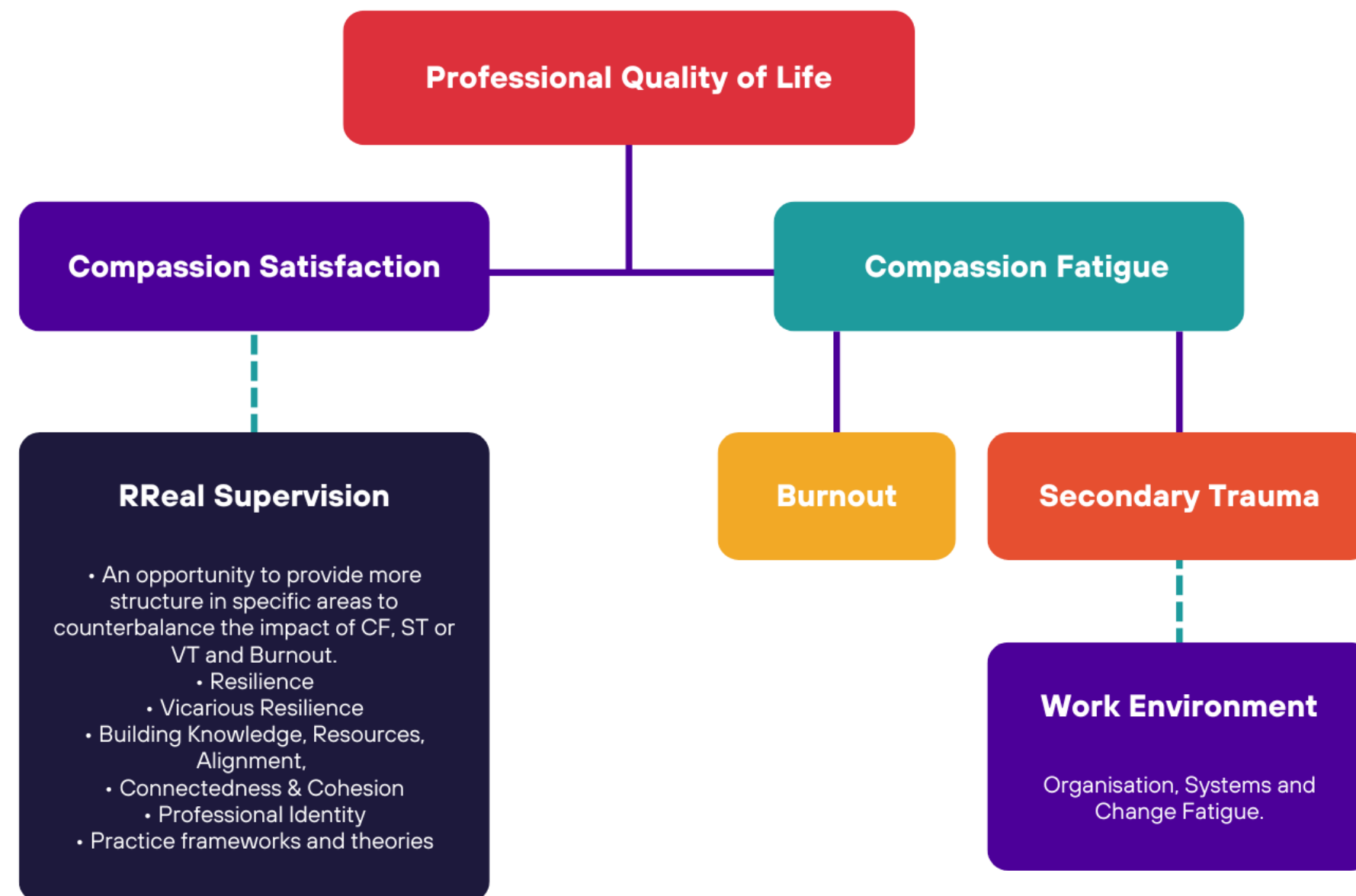
THE RREAL ADVANTAGE

- Keeps clients at the heart of supervision

- Is strengths-based and fosters practitioner identity, growth and empowerment

- Has a clear evidence base behind it

- Builds on existing popular supervision models to align with emerging challenges

- Take a systemic approach to enable sustainable service delivery

- Addresses structural disadvantage through a critical lens

- Builds relationships and alignment across organisations

- Has a clear framework that can be used in any workplace context

- Provides a suite of practical and easy to use tools

- Offers a common language and narrative around supervision, coaching and performance

- Integrates personal and collective resilience

RREAL Supervision Model & SWRB SA Requirements and Professional Standards Alignment Mapping

The RREAL Supervision Model is a contemporary, evidence-informed framework designed to strengthen reflective, ethical and high-quality professional practice across human services.

This model is fully aligned with:

- Social Work Registration Board (SWRB) Supervision Guidelines

- Australian Association of Social Workers (AASW) 2023 Practice Standards & Supervision Guidelines

- Psychotherapy and Counselling Federation of Australia (PACFA) Training & Supervision Standards (effective 1 July 2026)

- Australian Community Workers Association (ACWA) Practice & Supervision Standards

Together, these standards ensure that RREAL supervision is ethically robust, evidence-based, trauma-informed, culturally responsive, developmentally focused and aligned with national expectations for safe, competent professional practice.

RREAL Supervision Model & SWRB SA Requirements Alignment Mapping

RREAL Supervision Domain	Description (from RREAL Model)	Aligned SWRB SA Requirements	Evidence From SWRB Documents
RELATIONSHIPS	Builds trusting relationships; supports vulnerability, open reflection, critical thinking; strengthens collective service delivery.	Supervision promotes ethical, reflective, accountable practice. Supervisors ensure compliance with Conduct & Competency Standards.	**SWRB states supervision must:** • Ensure accountability in line with the Conduct & Competency Standards. • Promote ethical & reflective practice through discussions of dilemmas and decision-making.
RESILIENCE	Integrates the Resilience at Work® model; supports practitioner wellbeing, stress tolerance, adaptation, future-focus.	Supervision must support wellbeing and prevent burnout, recognising the emotional impacts of social work.	**SWRB emphasises wellbeing:** • Supervision provides emotional support to prevent burnout. • Registration aims to ensure safe practice in high-risk contexts requiring resilience under pressure.
EMPOWERMENT	Shared decision-making; voice for all team members; ownership of learning and professional growth.	Supervision must promote professional development, reflective practice, and capacity building.	**SWRB defines supervision as:** • Supporting self-reflection and development of self-awareness. • Enhancing technical skills & decision-making capacity.
ALIGNMENT	Connects supervision to organisational goals; supports system navigation; identifies hazards, group strengths and team-level improvements.	Supervision must ensure safe, competent practice, compliance with standards, and alignment with regulatory expectations.	**SWRB requires that supervision:** • Ensures practice meets professional & regulatory standards. • Is tied to public safety and the high-risk nature of social work services.
LEARNING	Ongoing reflection, feedback, and skill development; incorporates all three SWRB-recognised types of supervision (clinical, reflective, managerial).	Supervision is a structured learning process supporting skill development, reflective capability, and continuous improvement. Minimum 10 hours per year required.	**SWRB defines supervision as a learning-focused activity involving:** • Regular reflective discussions that improve decision-making. • Professional development tied to clinical practice. • Requirement for documented, ongoing supervision (minimum 10 hours/year).

RREAL Supervision Model Alignment with Core SWRB Regulatory Principles

RREAL Supervision Model emphasises:	How the RREAL Supervision Model Meets SWRB's Broader Regulatory Expectations	Evidence
Whole-person, relationship-centred supervision	Supports conduct requirements around professionalism, communication, and ethical behaviour.	SWRB Code of Conduct emphasises professional behaviours, values, and reflective capacity.
Resilience & wellbeing	Addresses SWRB's concern about the emotional demands of high-risk social work practice.	SWRB states supervision must support wellbeing and manage emotional impacts.
Empowerment & voice	Aligns with building competence and maintaining safe practice; supports critical thinking needed for complex social work decisions.	SWRB highlights the need for enhanced critical reasoning and decision-making in the workforce.
Alignment with systems and organisational context	Reflects SWRB's focus on safe delivery of social work services (risk, trauma, complexity).	SWRB defines social work services as psychosocial assessment, analysis, and intervention in contexts of risk, trauma & harm.
Learning orientation & use of all three types of supervision	Mirrors SWRB's definition: reflective + clinical supervision are required forms; managerial is separate.	SWRB regulation applies to reflective/clinical supervision only.

RREAL Supervision Mapping – Practice Standards Alignment Summary

RREAL Supervision Domain	AASW (Australian Association of Social Workers)	PACFA (Psychotherapy and Counselling Federation of Australia) – effective 1/7/26	ACWA (Australian Community Work)
Relationships	Standards 1 - 5, 8	Therapeutic Relationship, Cultural Responsiveness	Ethics, Confidentiality, Boundaries
Resilience	Standards 8 - 9	Reflection & Self-awareness	Self-care, Seeking Support
Empowerment	Standards 1 - 3, 7, 8	Person-centred, Ethics, Practice Autonomy	Self-assessment, Goal-setting
Alignment	Standards 6 - 10	Legal/Ethical Frameworks, Risk, Digital Practice	Policy, Compliance, Documentation
Learning	Standards 6, 8, 9	Reflective Practice & Development	Identifying Learning Needs

QUESTIONS

&

CONTACT DETAILS:

Angela Powell
www.livewellcounselling.com.au

Email: angela@livewellcounselling.com.au

Ph: 0423 585 096
Ph: 1300 431 907

and

www.rrealsupervision.com.au

A new way forward in social work and human services supervision

Learning
Relationships
Alignment
Resilience
Empowerment

rreal supervision

www.rrealsupervision.com.au