



Supervision as Collaboration in the Human Services: Building a Learning Organization

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Supervision as Collaboration in the Human Services: Building a Learning Organization integrates the latest thinking in the human services to provide supervisors and those preparing to become supervisors with a new approach to the important skills and knowledge needed for effective practice in the 21st century. While it builds upon past efforts to define the principles and practices of supervision in the human services, it seeks to chart new territory that reflects the changing nature of organizational life. Supervision as Collaboration in the Human Services uses a framework that features the key aspects of a learning organization, the process of organizational learning, and the roles that supervisors can play in transforming traditional human service organizations into learning organizations. Chapter authors are authorities in their respective areas of practice and have shaped their chapters around this framework.

The editors have divided the experientially focused chapters into sections that feature the collaborative and interactional nature of supervision, the managerial nature of the supervisory role, the analytic nature of supervisory practice, and the unique practice settings that affect the nature of supervision. The chapters include case vignettes and discussion questions.

This book is ideally suited as an essential core text for graduate and undergraduate students of social work and counseling, as well as a much-needed reference for human services supervisors and practitioners.

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