

# PROFESSIONALS IN SUPERVISION

University of Zurich Graduate Campus, February 1-2, 2022

At this 2-day workshop you will 1) reflect on your supervision practice, 2) tools, methods and mental models will be introduced and tried out and 3) you will exchange experiences with other supervisors.

Before the course, we kindly ask you to do a small **home assignment to be handed in by January 25, 2022**. See the description after the program on page 3 (takes approx. 1 hour).

Selected participant cases will be integrated in the program. Due to this there might be minor changes in the program below.

## ***Program first seminar day (1 February 2022, 9.00-14.30)***

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08.45            **Zoom room is open and you are welcome to join for a chat**

09.00            **Welcome and roles and relations in PhD supervision**  
Short introduction and presentation

Focus is on the research environment, supervisory roles, responsibilities and dilemmas, and the balancing act between supervisor direction and student independence.

10.15            **Break**

10.30            **Warning signs, critical moments, and listening skills in supervision**  
After an introduction to critical moments and warning signs in supervision the active listening tool is introduced and practiced in group work with a starting point in participants own experiences and challenges.

12.00            **Lunch break**

13.00            **Aligning expectations**  
Often expectations are not explicit and this causes uncertainty and can lead to conflicts. The process of making expectations explicit and aligning expectations is discussed and tools to align expectations are presented.

A participant case might be included

14.30            **End of course day one**

## ***Second seminar day (2 February 2022, 9.00-14.30):***

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### **09.00 The Doctoral journey – process supervision and planning**

High self-efficacy is closely related to PhD students' productivity, well-being and completion. But how can you, the supervisor, help them obtain this? How can you support work efficiency and help PhD students create small success stories continuously? And is it your responsibility? We address the following topics:

- How can you create a trustful relationship with your PhD student?
- How can you help the PhD student set the right level of expectation?
- How to help the PhD student prioritize tasks and make realistic plans?
- How can you help the PhD student develop self-efficacy?

Cases might be included

### **10.30 *Coffee break***

### **10.45 How to motivate through constructive feedback**

Feedback is at the core of PhD supervision. 'Is it good enough?' is often the PhD candidate's main question. This session will combine lecture, discussions and a group exercises on how to provide constructive feedback.

### **12.15 Lunch**

### **13.00 Questioning skills and application of the dialogue model**

Presentation of a dialogue model of supervision. The model illustrates how to ask specific questions that encourage students' independent thinking and decision-making. This is followed by a plenary casework. One of the participants presents an authentic case. The remaining participants help to solve the case by using the dialogue model. The aim is partly to train the dialogue model and partly to work with a real supervision dilemma in a collegial forum.

### **14.30 Closing of the workshop**

# HOME ASSIGNMENT – PROFESSIONALS IN SUPERVISION

*Please reflect on the following questions and send your answers directly to the instructor.*

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## **Answer the following questions:**

- How many PhD students have you supervised/are you supervising at the moment? (both co- and main-supervision)
- What do you enjoy most about PhD supervision?
- What do you find challenging?

## **Write a short case story:**

Please share a current case of a challenge you are facing in PhD supervision at the moment. It can be as short as 10 lines and up to 1 page and can be in a draft style, since I am the only one to read it. I will use it to plan the course and you might be asked to share it orally in plenary or in a smaller group.

If you cannot think of any specific and unresolved problems related to your current PhD supervision practice or if you do not supervise PhD candidates yet, you can describe a situation or issue which you have previously struggled with in your own PhD study or one related to supervision of master students.

Please give the story a title, write your name on it and label the file with your name too, but remember to remove sensitive personal data from the case such as the names of students and co-supervisors. The case will be treated confidentially and will be deleted after the course.

**Please hand in the assignment by sending it as an attached file to Mirjam: [mirjam@hum.aau.dk](mailto:mirjam@hum.aau.dk) no later than **Tuesday, January 25, 2022**. Please remember to label all the file with your name. We suggest that you allot 1 hour to do the assignment.**