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Cynthia Rogers is the Author of *Psychotherapy and Counselling a professional Business* Wiley 2004.

Dynamic Administration

1

Dynamic Administration is one of the key concepts Group Analysis offers to the world of psychotherapy and counselling. Everything I am going to say is common sense and easy to write off as something you already know but I can assure you that time spent anticipating misunderstandings can save you a lot of heart ache.

2

One of the basic tenets of group analysis is to Trust the Supervision Group. This means the supervisor does not interfere too much and lets the supervision group do the work. However this will only work if the group, which is a delicate instrument, is well oiled, well supported and genuinely free floating. What I like about dynamic administration is the fusion of the analytic attitude with the practical responsibilities of administration.

3

Sailing a boat might illustrate what I mean by dynamic administration. A sailor makes continuous minor adjustments, leaning out, tightening a sail, and moving the dagger board. It is not really possible to make these adjustments to order, they need to become intuitive in response to the feel of the boat, the wind and the tide. Pulling a rope in too quickly or too slowly will only make matters worse.

4 Dynamic administration is as important as rigging a boat. I am not sure anyone enjoys the time it takes to rig a boat but with sloppy rigging the boat simply doesn't respond to the touch and fine control is lost. If you get the rigging right you should be able to sail your supervision group close to the wind or relax and goosewing with sails billowing allowing the momentum of the supervision group to carry you into fascinating territory without anyone falling overboard.

5

I wonder whether we need a guidelines for joining a supervision group. Do you have expectations e.g. that they will have the name of the GP of their client. It is tricky to discover you are working with a different set of assumptions just at the point where a client is acting out. Are you paid by the organisation or the individual? Do you need to negotiate lines of responsibility and accountability that will free you to do your job. Are there assumptions about where the buck stops? Do they understand that a supervision group requires both engagement and active listening.

6 Anyone joining a supervision group has to be prepared for the shock of seeing oneself in the mirror. How can we help them think about it?

7

The most important dynamic administrative skill in this context is the one of negotiating what you are offering and in the last resort being prepared to say 'No' to someone who wants you to do something that is not appropriate. It is difficult to ask someone to leave a supervision group or to close a dysfunctional supervision group where there has been a misunderstanding. Can you think of scenarios where you might have to say no or help someone leave? I certainly know of people who have been in toxic relationships with supervisors in supervision groups. I try to be truthful. I would like to work with you but my supervision group is not the right one for you. - I could invite you to join my supervision group but I would not be doing the right thing by you. -

Location

8

So let's look at the issues around the location. Receptionists need befriending they can sabotage or support a supervision group by making the members feel welcome or otherwise. There is no point in a supervision group sending messages if you get them after the supervision group has finished or not at all.

9

A small present at Christmas seems to make a disproportionate difference to how quickly a request is attended to.

10 The setting, free from interruption, arrangement for messages etc

12 The key represents secrets. Supervisees should want to talk about things but resistance can be fierce and it is the conductor who has to think about what is happening if the supervision group becomes stuck. Lisa Glenn uses the wonderful phrase trespassing on the taboo of talking behind someone's back.

13 It is worth thinking in advance whether and how you might contact members between supervision groups in a crisis. Who is responsible for their patients if they become ill are they assuming you will or have they made a professional will. Modern technology opens up possibilities and pitfalls. Texting and email make us all much more available how will your supervisees know where your boundary is? It would be interesting to hear your views on how one manages.

14 These last two slides are really to remind you what a supervision group can feel like. You know it is safe and exciting but it looks too precarious to trust yourself to. Is it really worth the effort?

15

However a well-run supervision group provides a space where we can pause, be inquisitive, play and find some nourishment.

Telephone Supervision

Over and Out, I wonder what you all think. I 'd be interested to know what you make of it especially John

Post or Email as attachment with any detail. Use of grids. Preferably exchange when meet.

Role play talking to someone who wants you to supervise them.