

Professional Supervision: An Alternative EAP Option for Managers

Enabling managers to access Professional Supervision in times of stress has particular benefits that traditional EAP doesn't. Typically,

- EAP psychologists work in isolation from the client's workplace.
- Counseling focuses interventions and efforts solely at the individual level
- It thereby runs the risks of blaming the victim and putting all the responsibility for change on one person. This limits its effectiveness.

In contrast, Professional Supervision

- Takes place in a context which maximizes both the individual's and the organisation's interests
- Draws no artificial boundary between the personal and professional worlds – it is both personal and work oriented.
- Is both a compassionate and a powerful process enabling managers to see how their personal issues impact on the way they take up their leadership.
- Helps them to identify patterns of behavior which are no longer helpful to them.
- Offers managers both counseling and practical help with a variety of situations at work.
- Means they can work with someone who specialises in working with organisational dynamics and understands both the context and the constraints.

From the organisation's perspective, it means that where there are work related issues that go beyond the individual, there is scope for these issues to be appropriately taken up with senior management and HR. This would happen in collaboration with the individual client. It is important to make clear that personal details of the sessions will of course remain confidential.