

APS Supervisor Core: Strengths-Based Development and Supervision



Why focus on strengths? The research is clear that the use and development of strengths in the workplace increases work performance, retention, and well-being for staff at all levels. Join us for this interactive, foundational training on strengths-based development and supervision. Identify and explore your strengths and how to apply a strengths-based supervisory approach with your staff. Tips, tools and best practices will be shared for use on the job and in supervision.

Note: This is 3 of 3 training topics a part of Supervisor Core Competency 1: Understanding Self as Supervisor.

Course Requirements

- Pre-Training Assignment: Prior to the training, participants will be sent a Pework Supplemental Manual. They will complete a strengths assessment and the Your Top Strengths Handout (parts as indicated in directions). It will take approximately 60-75 minutes. This must be completed prior to attending the training. This will be included as a major processing activity and needs to be readily available for the training.
- Completion of the entire module is required to receive course completion credit.

Learning Objectives or Other Details

By the end of this training participants will be able to:

- Compare and contrast the benefits and limitations of the strengths-based approach.
- Identify how each of your top strengths/talents (as described in your strengths assessment report) have contributed to your role/career.
- Discuss how you might approach supervising staff in an APS case study using the strengths-based approach and your top strengths/talents.



VIRTUAL EVENT

Date: September 25, 2024

Time: 9:00 a.m. - 11:00 a.m.

This course will be conducted remotely through Zoom. A link will be sent to participants a week before training.



REGISTRATION

Please register through your respective county's training process.

The registration deadline for this training is September 9, 2024.



AUDIENCE

This workshop is intended for new supervisors or experienced staff who may require a refresher.

Meet the Trainer

Whitney Barnes

Whitney Barnes is a social work supervisor with Adult Protective Services in Santa Cruz County, California.

Continued on page 2

Barnes supports APS Investigations, Intake Unit, Long-Term Case Management, and the Home Safe Program. Barnes recently finished a second term as Protective Services Operations Committee (PSOC) Central Regional Chair and serves as a PSOC representative for CWDA Legislative Committee. Barnes completed undergraduate studies in Sociology/Anthropology and Women's Studies at Truman State University, Kirksville MO, and completed a Master of Social Work (MSW) at San Jose State University, San Jose CA. Barnes was a certified trainer for Therapeutic Crisis Intervention, LGBTQ 101 Putting Pride into Practice Project, has trained teams on multiple trauma-informed evidence-based practices, and has led and co-facilitated workshops for national audiences including at NAPSA 2021 and 2023. Barnes is committed to furthering social justice and advocating for empowerment of marginalized communities throughout her life and work. Barnes designed and delivered trainings for social work professionals on discussing sexual orientation and gender identity with older adults, co-chaired a large non-profit agency's Cultural Competence Action Committee (EMQFF, San Jose, CA) served as Director for a university Women's Resource Center (TSU, Kirksville, MO), volunteered with LBGTQ+ youth (BDC, San Jose, CA), and served on the board of directors for a transgender advocacy nonprofit (FTM Alliance, Los Angeles, CA). Barnes is a Midwest transplant living among the redwoods of the Santa Cruz Mountains.

Virtual Training Protocol

- Download or update the most recent version of Zoom
- Please log in 5 to 10 minutes prior to the workshop to allow for troubleshooting, if needed
- It is highly recommended to use a headset for this workshop, as participants will be asked to participate in group discussions and small break-out groups
- Use "Computer Audio" for optimal experience
- If you have access to a functioning camera, we ask that you turn it on for the full duration of the workshop as it offers a more conducive learning experience.
- If you are planning to log on to the training using two separate devices (one for audio, one for video), please be sure to mute one of the devices to prevent any audio feedback.
- Please be sure your screen name is your first and last name in Zoom. Learners who are not able to identify themselves within the first 15 minutes of training, and remain unresponsive after the moderator has attempted to make contact via chat or verbally multiple times will need to be removed from the training session.
- Please refer to the "Virtual Learning Tips" handout for additional information on how to update your Zoom screen name, etc.

ADA

The Academy for Professional Excellence is committed to creating an inclusive and welcoming environment that appreciates and builds on diversity. In accordance with the Americans with Disabilities Act (ADA) of 1990, as amended, the Academy for Professional Excellence prohibits discrimination on the basis of disability. To request accommodations, please contact us at apstraining@sdsu.edu



We create experiences that transform the heart, mind, and practice.

Visit us at theacademy.sdsu.edu.

