



# I A P S WISDOM

NEWSLETTER OF INDIAN ACADEMY OF PROFESSIONAL SUPERVISORS

March 2020-Volume 1-Issue 4

## Editorial



Editor  
Dr. Sandhya Rani Ramadass



Associate Editor  
Mrs. Rajani Nandakumar

### Greetings Readers,

We are back with yet another edition of our educative and informative newsletter. By now the year 2020 is up and kicking. As the saying goes 'The journey of a thousand miles begins with a single step'; the same applies to IAPS. From small baby steps IAPS is going leaps and bounds. Congratulations to the IAPS team on successfully completing one year.

To commemorate its first anniversary IAPS hosted the first international conference on February 17th and 18th, 2020. Eminent personalities from near and far extended their wishes. It was a proud moment for us when **Dr Tamilisai Soundarajan, Governor of Telangana, felicitated and sent her wishes for the conference.** This made it a real red letter day for us!

The conference organising committee consisted of IAPS Executive Committee and member volunteers who put in their best efforts to make this program a successful one.



Dr Vasuki Mathivanan, Dr Sumathi Narayanan, Dr Keerthi Pai, Dr Anitha V S, Ms Sharada Nair, Dr Usha Rani, Mrs Divya Prabha, Dr T Santhanam, Dr Sandhya Rani Ramadass, Mrs Arthy Sriram and Mrs Padma Chandrasekhar, were the members of the organising committee.

It was a great learning experience for all. A detailed summary about the conference proceeding is included in this news letter.

The supervisors you will know more about with this edition are Dr Sumathi Chandrasekhar, and Mrs Arthy Sriram.

Ms P K Saru, TSTA, is a senior T A practitioner and supervisor in the industry. Her interview on supervision has been transcribed with the kind permission from SAATA. Be assured that her wise words will enlighten us all.

To end with- let us all take a pledge to always to work on developing ourselves and never stop learning.

*Wish you a fabulous year ahead.*

Yours  
Dr Sandhya Rani Ramadass



## Founder's Note

Dr. Vasuki Mathivanan

### Greetings Dear Readers!

**The two-day International Conference conducted by IAPS to mark its First Anniversary is another milestone in the journey of IAPS.**

As Paulo Coelho said, 'We can't continue doing the same things and expect different results.' We practitioners need to equip ourselves with the knowledge and strategies that will give us the professional edge to make a difference. This will pave the way to achieve clinical and practical wisdom and enhance the ability to choose the relevant techniques wisely, and in turn illuminate therapeutic practice and professional ethics of a practitioner.

The current terrain of psychology actively endorses extensive experience in the domain to reach very high levels of performance. However, extensive experience in a domain does not invariably lead to expert levels of achievement. When individuals are first introduced to a professional domain after completing their basic training and formal education, they are expected to work as apprentices and are supervised by more experienced professionals. After months of experience they typically attain an acceptable level of proficiency, and with longer experience, often years, they are able to work as independent professionals.

But in the Indian scenario, doing supervised practice is not usually followed by many novice practitioners. Therefore, the need to know different therapies and the need for professional supervision in mental health practice were chosen as the themes of the conference. Marianne Williamson says, 'You must master a new way to think before you can master a new way to be.' We aimed to do just that through this conference and it was well received!





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## Know Your Supervisors



**Dr. Sumathi Chandrasekaran**

**Membership Number: PM005**

I am the Founder of Neha Foundation, a centre for self-development and psychological counselling, at Chepauk, Chennai. I have a doctorate in Developmental Psychology, specialised in Parental Counselling and Children Behavioural Problems. I have undergone a two-year training course in Advanced Transactional Analysis, and intensive two-week training on Adlerian Psychology at Hitzkirch, Switzerland.

I was the official Psychologist (Head) in DST project, Central Government of India, New Delhi. I am currently the Managing Trustee of Yuvathi, an NGO, a forum for women's emotional, mental and social wellbeing.

I have started an innovative project called MIND CAFÉ, which was established recently, on September 10, 2018 at Chepauk in Chennai.

I am a certified International Happiness Coach, from Berkeley Institute, California. I have completed the RISEUP model based on supervision course. This model is very simple to apply. I have initiated group supervision for the MIND CAFE team of practising psychologists, based on RISEUP model since 6 months. This has benefitted the team immensely. It has enhanced the well being of the team members and promoted good working relationship.

### **RISEUP - Batch IV**



**Ms. Arthy Sriram**

Corporate and School Counsellor

**Membership Number: PM006**

I am a Post Graduate in Applied Psychology. I am a Basic NLP Practitioner Certified by NFNLP, USA.

I was the Treasurer of Chennai Counsellors Foundation, a forum for Mental Health Professionals. I had the privilege of training under Dr. Philip Armstrong and have been certified as Professional Supervisor from the Australian Counselling Association (ACA).

I have great passion in working with children and family and in child development. I am a Corporate and School Counsellor. My professional experience ranges from working for different schools as a Counsellor to conducting training programmes for Corporates earlier in Kochi and presently in Chennai. I am a Consultant Counsellor for Teach for India and Future Captains-Career Eco System.

Presently, I work for a reputed school in Chennai as Counsellor. I am a columnist in The Hindu in School edition.

The RISE UP Model has helped me understand professional supervision in a structured manner. I find it adaptable for easy implementation across cultures globally. The need for self-care, ethical standards and continuous learning is very well emphasised.

### **Announcement**

**"IN-SUPERVISION"**, an ongoing Professional Development learning session for modelling the real supervision sessions will be conducted soon... only for IAPS members.

Pilot session will be held on 21st of March, 2020

**Next RISEUP workshop in Chennai on May 1-3, 2020**





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## FIRST INTERNATIONAL CONFERENCE BY IAPS-A REPORT

The first International Conference of IAPS, to mark its First Anniversary, was held on 17th and 18th February, 2020 in collaboration with the Department of Counselling Psychology, Madras School of Social Work, Egmore.

The theme of this International Conference was Professional Excellence in Mental Health Practice-A way forward. The gathering was welcomed by Dr Subhasini, Dean, MSSW. Theme of the Conference was delivered by Dr Vasuki Mathivanan, President, IAPS.

The Chief Guest was Ms Letika Saran, IPS (retired), former Director General of Police, Tamil Nadu. In her inaugural address, she spoke of the presence of hierarchy in all professions which is there to provide guidance. Similarly, supervision is essential for professional counsellors to take the profession forward in a responsible manner.

The special guests in the inaugural function were Dr David Gotlieb, Psychologist from Australia and Dr Balan Rathakrishna from Kuala Lumpur, University of Malaysia.

After the inaugural address, the first session was conducted by Dr David Gotlieb, ACA L-4, Certified RISEUP Supervisor. He presented The Basics of Healing Inner Conflict (HIC). He stated that, all the disturbance that happens inside oneself is "HEALING TRYING TO HAPPEN". This theory deals with effective internal intervention which helps heal.

The post-lunch session was on Choice Theory Reality Therapy (CTRT), Techniques and Process by Ms Loheswary Arumugam, Malaysia. The reality therapy approach to counselling and problem-solving, focuses on the here-and-now actions of the client and the ability to create and choose a better future.

Post this session, a Panel Discussion was held on Significance of Professional Supervision in Indian Context. The panel consisted of Dr Thaddeus Alfonso, (Associate Director of Don Bosco Institute of Psychological Services, Chennai) as Moderator.

The panellists were Dr Susha Janardanan, (Counsellor, Trainer and Educator, Thiruvananthapuram)  
Dr Mamatha Shetty (Clinical Psychologist and Psychotherapist, Mumbai)  
Ms Kushy Kuttappa (Psychologist, Bengaluru)  
Ms Keshav Sharma (Psychologist-Oncology, Delhi)

A true pan-India representation! All these professionals are RISEUP certified Supervisors and IAPS members. The panellists shared their views on what they gained from RISEUP Model of Supervision and what difficulties they faced as psychologists with clients. All four of them shared their personal experiences with regard to implementing the RISEUP model and other challenges they face. Day one ended with a vote of thanks.



Ms Letika Saran, IPS (Retired)



Ms Loheswary Arumugam  
Choice Theory-Reality Therapy



PANEL DISCUSSION - Day 1



Dr David Gotlieb, Session on HIC



Mrs Susan Mathew, IAS, (Retired) - Felicitating





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Day two had Dr Sam Manickam (International Gestalt Therapy Trainer) present An Overview of Gestalt Therapy which focuses on the HERE AND NOW. Dr Sam demonstrated with some participants how a Gestalt session can be held.

Gestalt Therapy was followed by Supervision, A Meta Perspective by Ms P.K. Saru (Internationally Accredited TSTA). The presenter spoke about supervision, the different models, cultural context and who all can benefit from supervision. Post lunch on day 2, the session was on Narrative Therapy: Building Strengths and Preferred Stories by Dr Aparna Joshi, (Assistant Professor, Applied Psychology, TISS, Mumbai). The presentation acquainted the participants with key ideas and techniques of Narrative Therapy.

There was a panel discussion post the Narrative Therapy session on Achieving Excellence in Practice, Scope and Challenges. Dr Shilpa Pandit (Educationist Teaching Development and Social Psychology) was the Moderator.

The panellists were Ms Magdalene Jeyarathnam (Certified Expressive Art Therapist). She is a certified RISEUP Supervisor.

Ms Priya Ramesh (Consultant Counselling Psychologist)

Ms S. Vandhana (Clinical Psychologist)

Ms Aarti C. Rajaratnam (Psychologist, Master Practitioner in NLP and TA)

Ms Magdalene Jeyarathnam spoke about the missing connect in relationships. Ms Priya Ramesh spoke about the changing dynamics of relationships; Ms. Vandhana spoke about the area of geriatric counselling and Ms Aarti Rajaratnam spoke on the challenges in the area of child and adolescent counselling.

The two-day conference ended with a Valedictory function. The chief guest was Mrs Susan Mathew, IAS, (Retired). The chief guest spoke on the need for excellence in any profession; more so in the field of counselling.

The dignitaries on and off the dais all commended the work of Dr Vasuki Mathivanan and IAPS. The contribution to the field of Counselling by IAPS was well appreciated.

IAPS has received a letter of appreciation for its work from Dr TAMILISAI Soundarajan, Governor of Telangana.

The participants were senior psychologists, aspiring counsellors, students of psychology and the media. The focus of the conference was the benefits of supervision. IAPS is doing yeoman service in this field; truly taking counselling to the next level. Training in the RISEUP model of Supervision has been offered in different cities. IAPS can say with pride, there is pan-India representation.

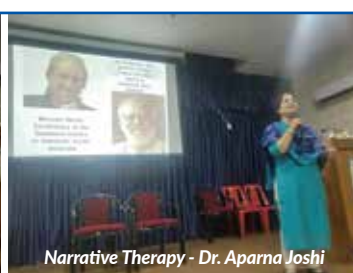
The vote of thanks was delivered by Mrs S Divya Prabha and the two-day conference ended with the rendition of the National Anthem.



GESTALT Session - Dr. Sam Manickam



Ms Saru - Supervision - A Meta Perspective



Narrative Therapy - Dr. Aparna Joshi



PANEL DISCUSSION - Day 2



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## Transcript for TA Talks with Saru – Supervision

O: Suriyaprakash TSTA; P: PK Saru TSTA

O: Hi, Saru.

P: Hi, Suriya.

O: You are welcome to TA Talks.

P: Yes, Yes. Very much.

O: And thank you for accepting our request.

P: Sure, pleasure.

O: Uh, you have been in uh, Transactional Analysis training for...

P: ...last thirty years.

O: Yeah... Really three decades.

(slight laughter)

O: So an important part of transactional analysis training is supervision.

P: Yeah.

O: For that matter, any professional development.

P: Exactly.

O: So what is supervision according to you?

P: So, first I will see that ITA recognises supervision as an integral part of TA training process. So, supervision is a very special, contractual, multi-faceted relationship between a supervisor and supervisee in one-on-one supervision, and between a supervisor and a group of supervisees in a group supervision setting. Supervision is a meta-perspective, where the supervisor initiates the supervisee to look at different perspectives, for competence, skills, identity and also, for uh, ethical boundaries. And supervision is also very important to safe-guard the clients. And there are times when supervision also (coughs) increases the repertoire of supervisory methods in building up the supervisory competence.

O: Why do professionals need supervision?

P: Yeah, professionals need supervision when they are really in the process of getting their training and competence. Uhhh, because initially they need their/a hand to hold, to be accepted, to be appreciated and to be validated. Then they also have...sometimes, they are stuck in their own process. And they also have dilemmas, by the ethical boundaries. And they also need challenges to, you know, sort of establish their competence and identity. All of these are looked at for a supervisee in this process.

O: Much of this sounds similar to what someone experiences in therapy or general feedback. So how is it different?

P: Ah, feedback, (fumbles) I meant to tell you therapy is healing past in the present, to move towards the future. So, in supervision we are not healing. We are only facilitating the person to have all the options or perspectives, so that his competency as a professional increases. And feedback is a very objective, summing-up the process and the content, highlighting the strengths and also suggesting some suggestions for improvement.

O: Who need to take supervision then?

P: Especially trainees who are poised to become professionals. Supervision is very important. Even full-fledged professionals like counsellors, psychotherapists, um, coaches...they all, they all need supervision, because supervision is a, you know...like two heads are better than one. So it really gives, at lot of times direction, it gives, you know, challenges, it gives perspectives. So, so...and also I find that people who are in the leading role, such as managers and CEOs, they also need supervision at times, because that reduces the stress level a lot.

P: So it is not necessarily only restricted to trainees but also those who are certified and need on-going support.

O: Oh, very much! Very much. All of us are human, no? So we all can get stuck. We all can get into dilemmas. So it is not just people who are in training poised towards professionals. Even full-fledged professionals! They definitely need supervision.



**P.K. Saru, MA, LLB, TSTA(P,C),  
Psychotherapist, Trainer and Consultant.**

She has a degree in Law and Masters in Psychology. She started training under Fr George in 1989 and took CTA in 1993 and TSTA in 2002. Now, she is an internationally accredited TSTA in the field of Psychotherapy and Counselling. She is a Master Practitioner in NLP and has a Diploma in Child Development. She has over 26 years of experience as counsellor, psychotherapist and trainer. She is the Managing Trustee of Centre for Holistic Integrated Learning and Development and the Director of Asha Counselling and Training Services.

Saru is the Convenor of the International TA Conference, 1997 and 2004, member of the Board of Certification, T&C Council—International Transactional Analysis Association. She is the past president of the TA Study Circle of Coimbatore. She runs TA training groups in Coimbatore, Chennai, Bengaluru, Mumbai, Kozhikode and Bangladesh.

She is the first Asian recipient of Muriel James Living Principle Award in 2009 for her contribution in developing TA Professionals and disseminating TA in India. She was also a member of the EBMA Committee of ITAA. Saru is past president of South Asian Association of Transactional Analysts (SAATA) and the recipient of Professional Excellence Award from SAATA.



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P: So does one come prepared for supervision? If so, what sort of preparation they need to make?

O: Preparation for supervision very much depends upon the level and the phase of the training because there are times when, as I said, you need validation, and then direction, challenges. And depending upon what is their, you know, barrier, they have to...these are the issues that they usually come up with in supervision.

P: So it helps if they come with a little bit of thinking of their own?

O: Yes, because, that thinking also depends upon the level and the phase of their training process.

P: So, I suppose therefore you'd expect an advanced trainee to have...

O: Yeah. Yes.

P: ...really given thought and come up with their own analysis of the situation.

O: Yeah. As I said earlier, sometimes you need a hand to hold. So beginners need that.

P: I'm sure there must be several approaches and models of supervision.

O: Yes.

P: Can you tell some of your favourites and also some of the popular ones?

O: There are several models. But I find very pragmatic is Richard Erskine's Developmental Model, which can be administered to all levels. Because, beginners, what they need is, you know, acceptance, and intermediaries, they need, identity to be established. And advanced people, or even full-fledged ones need challenges, because uh, that is what I like about the developmental model. And I also take the trainees through Petruska Clarkson's checklist, when they are poised for exams. And, uh, sometimes I also refer to Bill O'Connell's Dual Roles Scene Relation in supervision which is very much, you know, applicable when there is—dual role applicable or not? That gives a clarity. So these are the main three. Then there are several other ones, which are also there but these are things which I found very pragmatic and you know, applicable to trainees.

O: Okay. In the beginning you talked about how people come for supervision in uh, as individuals as well as a group setup.

P: Yeah

O: Can you tell us the difference between these two.

P: Yeah. Uh, one-to-one supervision is a supervisor and the supervisee bringing an issue. And a group setting is a supervisor having a group of supervisees and giving the supervisee—the supervision, using the resources of the group. And also, when one-to-one is done in a group, the other members getting their insights and learning. That's the difference I saw in, I see in uh, group and individual supervision. Because there are much more resources available in a group setting. And a lot of, you know, insights and clarity becomes clearer to supervisees.

O: Okay. So, do supervisors need supervision?

P: Of course. They are also human beings, isn't it? And we are all challenged a lot of times in a frame of reference—culturally and socially and religiously and ethically. So, definitely supervisors need supervision.

O: So, in however these years you must have had very interesting, varied experiences of supervising uh, people from various different cultures, various levels.

P: yeah

O: So share with us some of your interesting experiences.

P: So, very interesting challenge is the cultural differences. Uh, I have very varied experiences in doing supervision in different cultures. There are certain cultures where there is a huge pleasing—and they are likely to uh, you know, say um...take everything that you say, rather than, you know, sort of reflecting on it. Then there are cultural places where, you know, uh the professionalism is lacking. So, therefore, the issues that are brought up are not very clear. And of course, there are cultures where professionalism is high, and they are very clear about what they want, and they also want challenges. So, these are all interesting um, uh, challenges that I found, and uh, you know, sort of, being present to those challenges have been extremely interesting for me.

O: So how do you navigate through these challenges as a supervisor? So, how do you...what, how do you take care of yourself as a supervisor? What do supervisors need?

P: I...I think the supervisory relationship is best when the supervisee's need is met. So, that is my focus. Then, of course, you have models to fall back up on. Then, you also, as I said earlier, and even social nuances.

O: and I also suppose continuously reading and—

P: yeah

O: ...updating...

P: Reading, updating. And that doesn't mean that I don't...am not stuck at any point of time. Therefore, I also take supervision. When I am stuck, they are challenges...very, very ethical challenges that I have faced. And that is the time that I have really, sort of, took, taken up supervision.

O: Thank you, Saru. Thank you for sharing with us your experience and your perspectives on supervision. I'm sure it will be very helpful for all our members of SAATA—certified and training members. And uh, as well the general audience too.

P: Yeah. Thank you so much Suriya. It was really a nice...to, sort of, put out my ideas and perspectives to you know, maybe a larger audience.

#### SAATA

*'This conversation was originally recorded on video with the title of "Super Vision" for the 'TA Talks' series of SAATA Newsletter Volume: 3, Issue: 3, November 2019. It has been transcribed and published here with permission. SAATA (The South Asian Association of Transactional Analysts) is the nodal body of South Asia for networking and developing professional competencies in Transactional Analysis. SAATA Newsletter is a quarterly issue that covers latest TA news, videos, experiences, conferences and contests from the South Asian region. It is available online: <http://www.saata.org/SAATA-newsletter/>.'*