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Supervision FROM THE INSIDE OUT

D'Anne Rudden, Au.D. - www.dannerudden.com

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COURSE OBJECTIVES

OBJECTIVE #1: To be able to define supervisor, preceptor, mentor and colleague and to understand the differences in those roles.

OBJECTIVE #2: To understand the differences between management and leadership in an Audiologist's professional role.

OBJECTIVE #3: To learn the basics of developing a personal and professional lens statement.

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IMPORTANT NUMBERS

Market trends in Audiology and Speech-language Pathology
<http://www.asha.org/Careers/Market-Trends/>

21%

STATISTIC #1:

Audiology is expected to grow by at least 21% from 2016 to 2026.

3,100

STATISTIC #2:

The additional number of AuDs needed to fill the professional demand over the 10-year period.

26TH

STATISTIC #3:

Best job ranking by 2016 U.S. News & World Report.

IMPORTANT NUMBERS

20

STATISTIC #4:

Forbes called Audiology one of the 20 fastest growing professions for women.

88.9%

STATISTIC #5:

The percentage of women in the profession according to Data USA.

18TH

STATISTIC #6:

Best health care job ranking by 2016 U.S. News & World Report.

IMPORTANT NUMBERS

73

STATISTIC #7:
Number of Au.D. doctoral
programs in Audiology and
related hearing sciences in
the U.S..

96.9%

STATISTIC #8:
First year enrollment to
student capacity for Au.D.
programs.

2,400

STATISTIC #9:
Approximate number of
students currently enrolled
in Au.D.

Participating with a Poll

Do you FEAR that the end of
Audiology is NEAR?

☐ Yes

☐ No



Participating with a Poll

Would you recommend Audiology as a career option?

☐ Yes

☐ No



UNDERLYING ISSUE #1:

History suggests we are in a paradigm shift.

UNDERLYING ISSUE #2:

Developing an entrepreneur mindset is critical for success in all practice settings.

UNDERLYING ISSUE #3:

Soft skills are not given enough credit in professional work.

UNDERLYING ISSUE #4:

"Lead, adapt or die" begins with self-awareness.



continued

PERFORMING A PROCESS VS CREATING AN OUTCOME

continued

HISTORY OF SUPERVISION



1935

Supervision was tasking others to "assembly line style tasks".



1965

Supervision was dictating a memo to your underlings.



TODAY

The use of screens is moving the pendulum back to greater dis-connection.

continued

continued

MOVING TO HIGH-YIELDING KNOWLEDGE TASKS

THERE IS A NEED TO TRANSCEND BASIC TASKS.

Higher education, higher level expertise

**IF SOMEONE WRITES DOWN EXACTLY WHAT
YOU DO FOR A LIVING, THEY WILL FIND
SOMEONE CHEAPER THAN YOU TO DO IT.**

If it can be done in steps, you are doomed!

**PEOPLE ARE RACING TO JOBS WHERE THEY
CANNOT BE EASILY REPLACED.**

Fear drives much of what we believe is possible or
not possible.



continued



DON'T BELIEVE ME?

Then let's talk about making an electric car.

continued

TEACHING COMFORT WITH "VUCA"

VOLATILITY

The challenge is unexpected or unstable, lasting for an unknown duration.

UNCERTAINTY

Despite a lack of other information, the event's basic cause and effect are known. Change is possible but not a given.

COMPLEXITY

The situation has many interconnected parts and variables. The volume of information is overwhelming to process.

AMBIGUITY

Causal relationships are completely unclear. No precedents exist. You face "unknown unknowns".

Harvard Business Review, Jan-Feb 2014



**THINK
CRITICALLY
AND
ACT
COMPASSIONATELY**

continued^{ed}

CHANGING FROM “COMMAND AND CONTROL” MANAGEMENT

Impedes creativity and
decision-making.

Everything must go
through the
“chain of command”



continued^{ed}



INTEGRATIVE AND COLLABORATIVE LEADERSHIP

Designing the future together.

continued^{ed}

DEFINE:

SUPERVISOR:

To educate by providing feedback on a student's diagnostic, treatment and interpersonal skills. Also, to maintain open communication with the student and the university.

PRECEPTOR:

Tasked to promote and facilitate clinical skill development, serve as a role model for professionalism, model and teach best practices using evidence-based approach, ensure the ethical and legal practices are upheld, develop administrative skills and provide timely and constructive feedback to the student and the University.

AAA, 2014



DEFINE:

MENTOR:

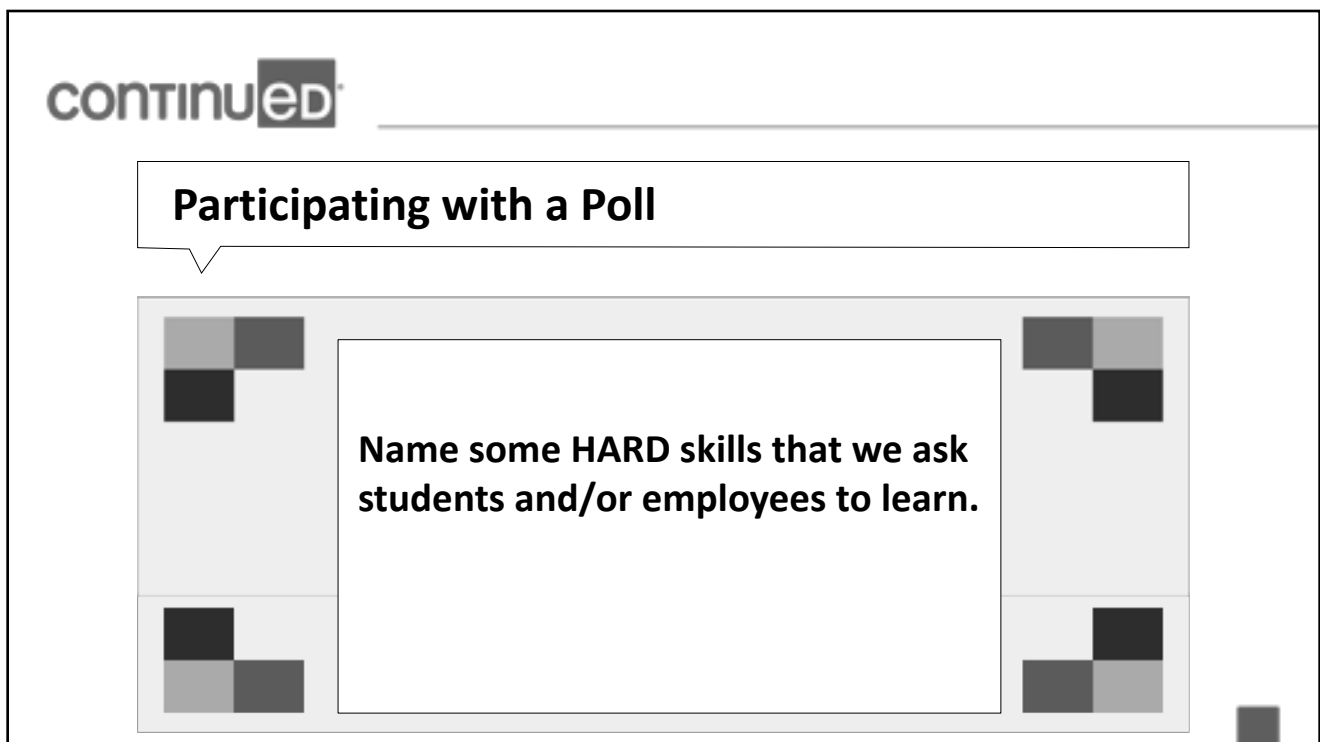
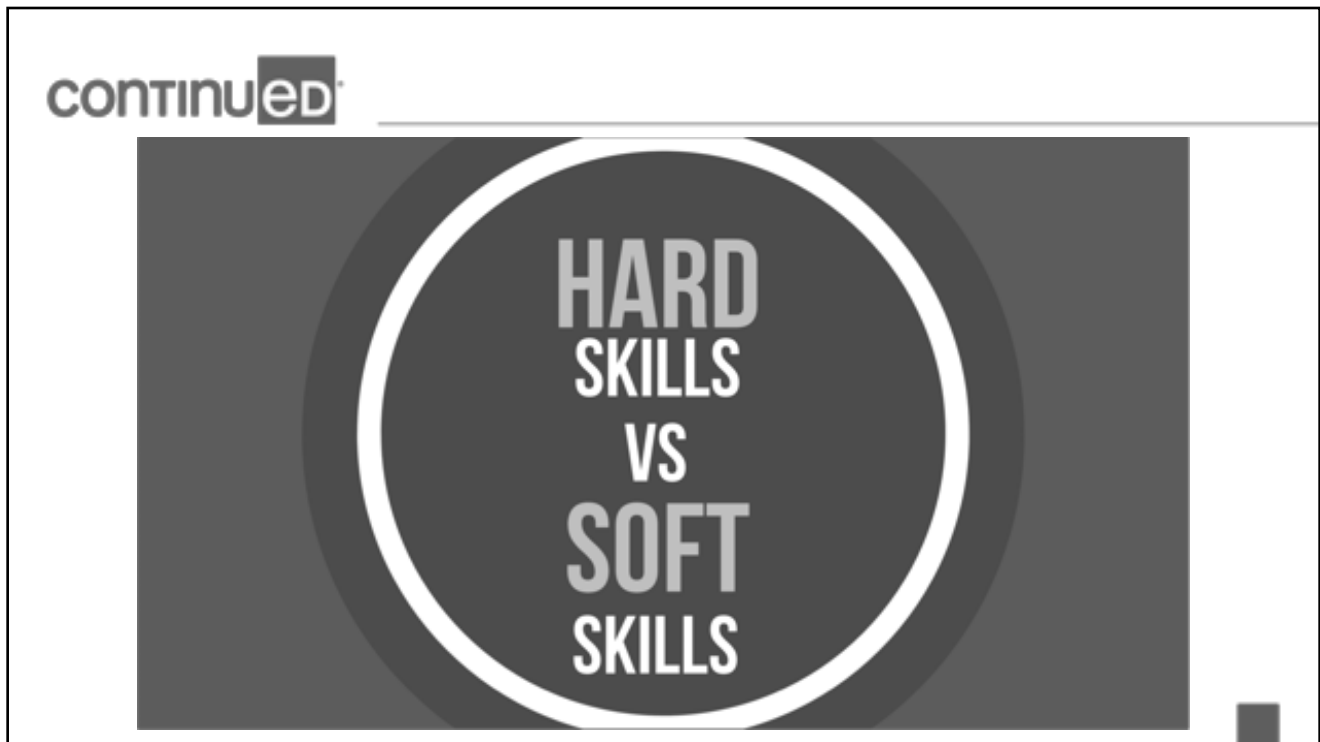
An experienced and trusted advisor. A trusted counselor that can be detached from the outcome and can help hold up a mirror for us and provide guidance over a period of time. Think professional coaching for the area of interest in career development

COLLEAGUE:

An associate or co-worker often of similar rank or state. A fellow worker or professional.

Merriam Webster Dictionary





Participating with a Poll

Name some SOFT skills that we often look for in our students and employees.

SOFT SKILLS

Personal attributes that enable someone to interact effectively and harmoniously with other people.



SIDEBAR

THE FOLLOWING IS PURELY OPINION

You can do whatever you want.
These views are just some food for thought.

THE UNIVERSAL TRUTHS

TRUTH #1:

Professional training can be terrible.

TRUTH #2:

There will be fear that comes with moving away from the "command and control" model.

TRUTH #3:

Everyone will have to work outside of their comfort zones - Students, employees, managers and owners alike.





MANAGEMENT:

Forecasting, budgeting, planning and controlling.
Managers are taught to manage and not to lead.

MANAGEMENT:

Assign work to subordinates, how to evaluate their
teammates work, how to counsel on performance problems.

MANAGEMENT:

May have been taught how to hire and fire staff
members.

MANAGEMENT:

Our traditional view of management is task-based and
mechanical.

<http://www.go2hr.ca/management/leadership/understanding-the-differences-leadership-vs-management>



LEADERSHIP 101



MISSION

Allowing students and
employees to design their
own projects and put their
own stamp on their duties.



SELF-AWARENESS

Leaders have the
confidence to look at
themselves every day.



RISK & TRUST

Learning to trust your
instincts and trust yourself
to put your faith in
someone who isn't you.



LEADERSHIP 101



TWO-WAY LEARNING

Everyone on your team has unique skills and insights they can contribute.



FIND YOUR VOICE

A good leader encourages their team to not stay silent on topics that really matter.



SPEAK YOUR TRUTH

Speak up! Everyone is a leader and the CEO of their own career.

EMPOWERING SUCCESSFUL LEADERSHIP

SCRIPTING ANSWERS TO COMMON QUESTIONS

Have students and employees script answers to commonly heard questions and concerns in their own words.

RECORD AND REVIEW

Have students and employees record themselves, listening to tone of voice, ability to offer straightforward answers and self-critique.

ACTION BOARD

Each year, have students, employees and supervisors create 3 goals, identify 3 stumbling blocks and 3 key action items to achieve those goals.



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YOUR LENS STATEMENT

PART #1

Select a list of virtues that resonate with you.

Which best summarize a view of the world you are trying to create?

Which of these do other people point out that they see in you?

These should be both inspirational (to you today) and aspirational (present a growth opportunity)

Example:

**DEVOTION / ZEAL / WONDER / TENACIOUS /
CONFIDENCE / SERVICE**

Used with permission - Kristoffer Carter, This Epic Life

NOTE 1: THE LENS either enhances or diminishes all we experience. Choose your wisely. Virtue provide a great starting point.

Acceptance	Determination	Hedonism	Modesty	Silence
Accountability	Devotion	Honesty	Orderliness	Simplicity
Adaptation	Diligence	Humor	Openness	Sincerity
Awareness	Discontent	Hope	Orderliness	Sobriety
Beauty	Discipline	Hurtiness	Patience	Spirituality
Benevolence	Discipline	Humility	Peace	Spontaneity
Bravery	Eloquence	Humor	Persistence	Steadfastness
Caring	Empathy	Imagination	Persistence	Strength
Caution	Enthusiasm	Inspiration	Pity	Tact
Clarity	Endurance	Integrity	Prudence	Temperance
Cleanliness	Faith	Integrity	Punctuality	Thankfulness
Commitment	Faithfulness	Industry	Purposefulness	Tolerance
Compassion	Fascination	Innocence	Reliability	Toughness
Confidence	Flexibility	Joyfulness	Resilience	Tranquility
Consideration	Focus	Justice	Resourcefulness	Trust
Consistency	Forgiveness	Kindness	Respect	Truthfulness
Contentment	Forgiveness	Knowledge	Responsibility	Truthfulness
Cooperation	Fortitude	Liberality	Restraint	Understanding
Courage	Fortitude	Love	Reverence	Unity
Courtesy	Freedom	Loyalty	Righteousness	Wisdom
Creativity	Fun	Magnanimity	Selflessness	Wonder
Criticality	Generosity	Majesty	Self-sacrifice	Zest
Defiance	Gentleness	Melancholy	Self-improvement	
Dependability	Grace	Mercy	Service	
Detachment	Gratitude	Moderation	Sensibility	

continued[®]



YOUR LENS STATEMENT

PART #2

Take a few minutes and write an over-arching statement, or personal philosophy around these virtues.

Ideally, it should summarize how you intend to live these virtues every day.

Don't over-think it.

Just write some intentional language around your virtues.

Example:

I AM DEVOTED TO SERVING OTHERS WITH A LIMITLESS ZEAL AND AUTHENTIC WONDER.

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YOUR LENS STATEMENT

PART #3

Draft and re-draft your lens statement until it feels airtight. Sit with it a couple of days and read it again.

Now memorize it.

Recite it to yourself both mentally, and aloud (solo) if you're feeling brave.

Write the final version.

Used with permission - Kristoffer Carter, This Epic Life





YOUR LENS STATEMENT

PART #4

Record your Lens Statement in YOUR voice
(for your ears only)

Listen to it when you're out in nature, or just after
meditation.

Let it inspire you, taunt you, and lift you to become who
you've always dreamed of.

This process is THAT powerful.

Have your team create, record and share their
experiences with the process and the outcomes.

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**QUESTIONS?
CONCERNS?
COMMENTS?**



continued[®]

Thank you!

LET'S STAY
CONNECTED

D'Anne Rudden, Au.D. - www.dannerudden.com

@AUDIOODCRUDDEN ON ALL SOCIAL MEDIA CHANNELS

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