

Tuning in to the Leaders



MS YOGESWARI MUNISAMY

Ms Yogeswari Munisamy is a Principal Social Worker at MSF's Comcare and Social Support Division. She provides clinical direction, supervision, coaching and training in the Strengthening Families Together Pilot, a whole-of-government approach aimed at enabling vulnerable families with complex needs to access resources by addressing system barriers to increase family resilience and stability.

Yoges graduated with a Masters in Social Work from George Warren Brown School of Social Work in 2003. Before joining MSF, she was a Principal Social Worker at the Ang Mo Kio Family Service Centre (AMK FSC), working with low-income families and focusing on intergenerational risk impact on children in these families. She also specialized in case work and counseling with youth and engaged in youth programme development, evaluation and research.

Between 2007 and 2011, she worked in Australia's Department for Child Protection (Perth District) in a statutory role before moving on to develop a therapeutic transition support programme and assume a therapeutic role to support and coach child protection workers in their work with children around critical transitions. In USA, she had the opportunity to work with vulnerable families using the intensive in-home services model for reunification and Planned Parenthood of the greater St Louis.

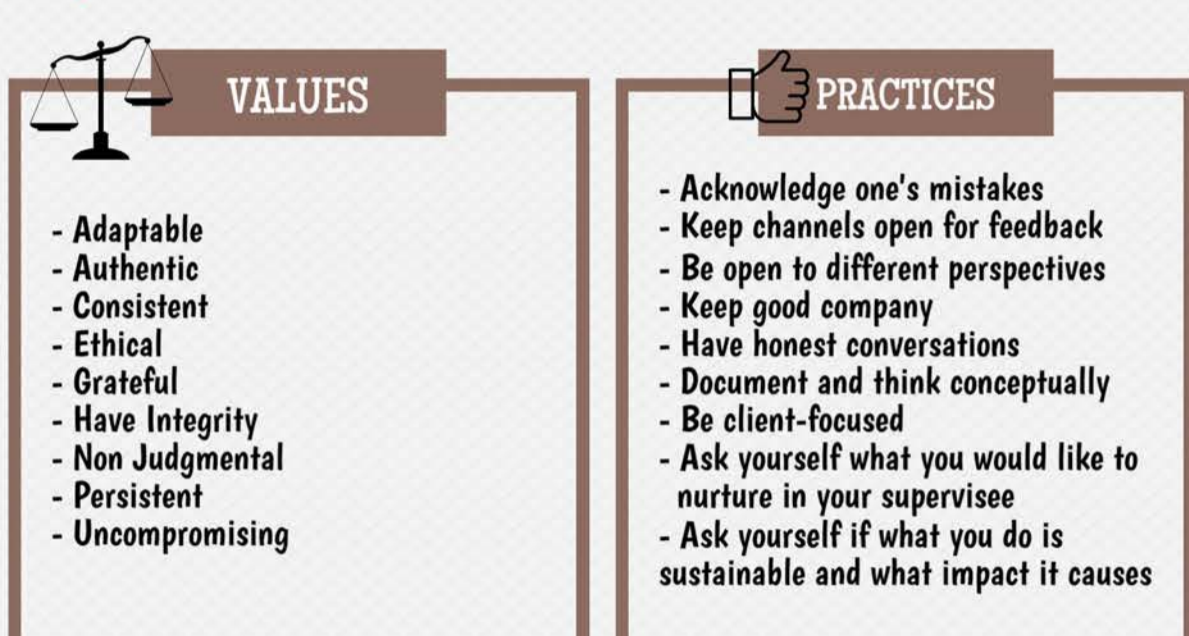
Yoges has been providing supervision (individual and group), praxis sessions, mentoring and case consults to local and overseas social workers. She was part of the Master Social Worker Scheme to strengthen the capability of FSC social workers and enhance practice standards in the sector from 2012 to 2015. She also lectures part-time at the Social Work Department in the National University of Singapore and has been teaching various modules to undergraduate and post-graduate students. Yoges received the Outstanding Social Worker Award in 2013.

In this session, Yoges hopes to share on mindful and fun leadership lessons learnt from her bosses, supervisors and mentors and also insights from her own life adventures in social work practice.

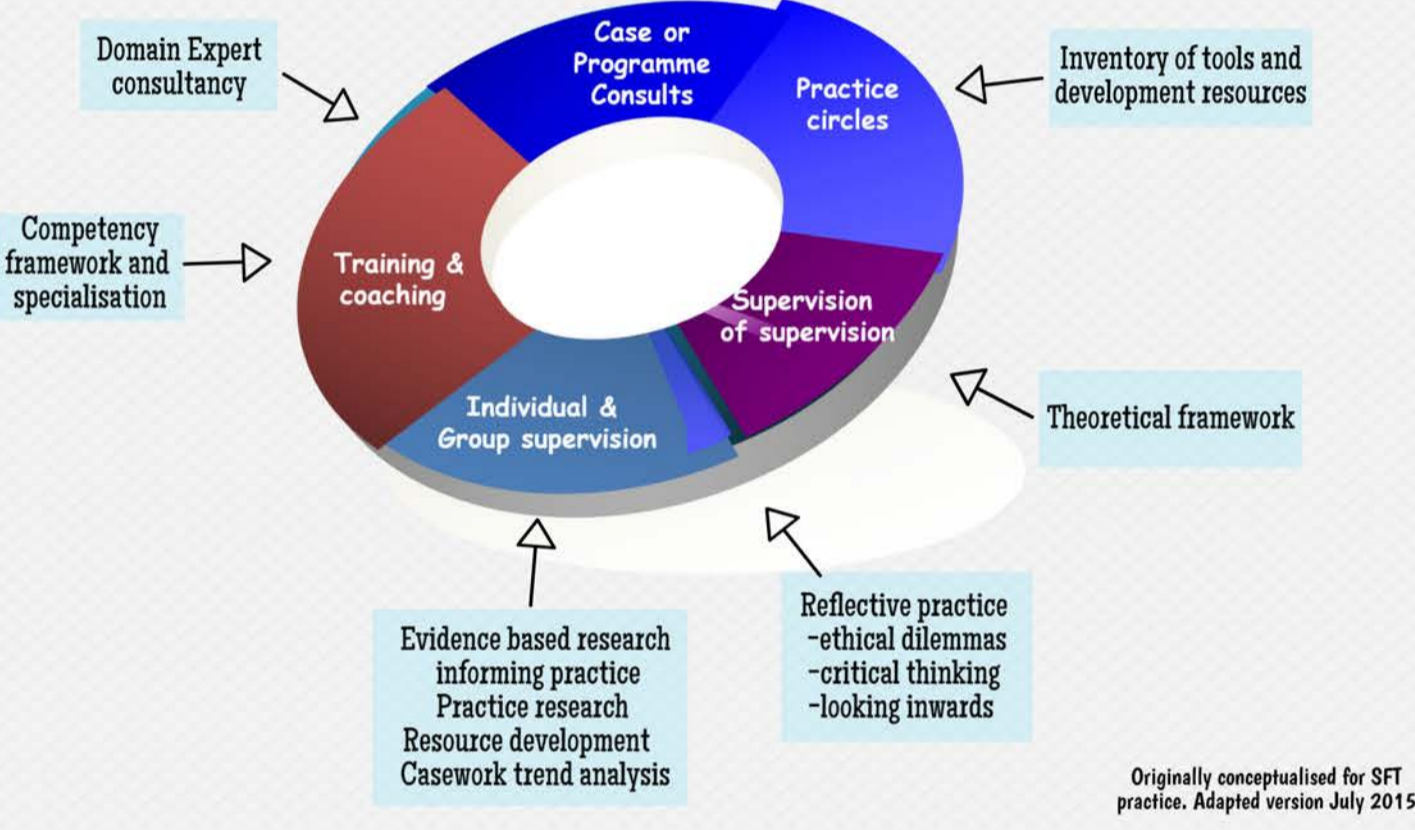
QUALITIES OF LEADERS THAT INSPIRED ME



MINDFUL CLINICAL LEADERSHIP



BUILDING LEADERS IN SOCIAL WORK



A Proposed Framework for

MINDFUL SUPERVISION



A little creation of Patricia Wee & Yogeswari M. Am I a mindful or mind-full supervisor? Social Work Supervision: Challenges and Advances Seminar 2015

A dialogue with Yogeswari...

WHAT PRACTICAL WAYS CAN ONE ADOPT THE "STAR" WAY OF SUPERVISION?



- YOGES:**
- GET YOUR SUPERVISEES TO CONSIDER WHAT WORKED WELL.
 - AFTER THE THIRD YEAR OF PRACTICE, GET THEM TO START TO THINK ABOUT SPECIALIZATION AND TO START BUILDING IN THAT AREA (EG. GO FOR TRAINING AND PURSUE WRITING). LEVERAGE ON IT IN THE INTERNAL TEAM.
 - LET THE STRENGTHS OF PEOPLE FLOURISH AND BE MINDFUL TO LET THEM CHOOSE THE AREAS THEY DESIRE TO DEVELOP.
 - AFFIRM THE GOOD THINGS IN YOUR SUPERVISEE
- FAREEZ:**
- CARE FOR THE PEOPLE UNDER YOU
 - SUPERVISORS DO NOT HAVE TO BE THE STAR PLAYER ALL THE TIME
 - TAKE A STEP BACK TO LET YOUR SUPERVISEES TAKE THE LEAD, TO SHOW THEIR SKILLS AND TO DEVELOP THEIR COMPETENCIES. EXPOSE THEM TO NEW IDEAS.

HOW DO YOU BALANCE THE IDEAS OF LEADERSHIP BEING AN INVESTMENT AND BEING GROUNDED IN THE HERE AND NOW?



- BE MINDFUL THAT DECISIONS MADE NOW HAVE A RIPPLE EFFECT. BE PREPARED THAT THE RIPPLE EFFECT MAY BE POSITIVE OR NEGATIVE. BE MINDFUL THAT WHEN THE EFFECT HAPPENS, SOMETIMES IT MAY DIE BUT THAT IS OKAY.
- OVER THE YEARS, I HAVE LEARN TO BE MORE CONSCIOUS: TO DELIBERATE ABOUT WHAT THE OUTCOME WILL BE. SLOW DOWN AND THINK ABOUT THE PROS AND CONS, THE SIDE EFFECTS. LESS "CHIONGING".
- FOR POLICY MAKING, THE IMPACT IS ALWAYS WIDER. AT MSF, I HAVE TO THINK ABOUT THE LARGE TERM IMPACT ON THE FAMILIES. IF I STUDY IT PROPERLY, THE MAINSTREAMING PART IS GOING TO BE BETTER. I START TO THINK AT DIFFERENT LAYERS.
- IF I BELIEVE THE INTENT OF DOING IT FOR THE OUTCOME OF SOMEONE ELSE IS OKAY, I WILL DO IT.

Audience sharings...



TASK FOCUS VS PROCESS FOCUS

- WHEN WE FOCUS AT THE WRONG THING AT THE WRONG TIME, IT CAN BE VERY DETRIMENTAL
- WE DO NOT HAVE TO FOCUS ON ONE AT THE EXPENSE OF THE OTHER. WE SHOULD NEVER BE TASK FOCUS AT THE EXPENSE OF BEING PROCESS FOCUS - BECAUSE GROWTH IS A PROCESS, WE CANNOT SEEK CERTAIN OUTCOMES AT THE EXPENSE OF THE PERSON - BE IT FOR COLLEAGUES OR CLIENTS.
- WHEN WE WORK WITH CLIENTS OR STAFF, THERE ARE SOME GOALS WE HAVE IN MIND. WE MUST REMEMBER THAT THE ULTIMATE AIM OF THE TASK FOR THE PEOPLE THAT WE ARE SERVING. WHEN WE FOCUS ON PEOPLE, WE MAY MAKE CHANGES TO THE TASK AND PROCESS. WHEN YOU ARE WORKING, YOU ARE WORKING AT BOTH TASK AND PROCESS AT THE SAME TIME. SO OVERALL, ONE HAS TO BE PERSON-ORIENTED.