The Power of Coaching Supervision – discover your true potential as a coach

Jean Woollard & Pattie Horrocks

jeanwoollard@partnersindevelopment.co.uk
pattie@coachingtosucceed.net
Coaching supervision – your experience?

- How many of you believe it is important that coaches, mentors, consultant have regular, on-going supervision?
- How many of you receive regular, on-going supervision?
- How many of you receive regular, on-going supervision that transforms your work?
CIPD Research (BCG, 2006)

Believe in regular, on-going supervision

- 88% organisers of coaching
- 86% coaches

Receive or provide regular, on-going supervision

- 23% organisations
- 44% coaches
Overview

- Welcome and introductions
- Supervision: definition & benefits
- 7-eyed model and practice
- What to look out for in a supervisor
- Organisational best practice & group supervision
- Review and close
Welcome & introductions

In a pair, with someone you don’t yet know, introduce yourself and explore:

- What’s your involvement with coaching and/or supervision?
- What does supervision mean to you?
What is supervision?

- 'a structured formal process for coaches, with the help of a coaching supervisor, to attend to improving the quality of their coaching, grow their coaching capacity and support themselves and their practice' (Hawkins and Schwenk, 2006)
What is supervision?

- Shares many of the skills of coaching, mentoring, consultancy
- Different in terms of focus, content and boundaries
Benefits of supervision

- *qualitative* (to do with maintaining coaching standards, ensuring coaching ethics and adhering to the purpose for the coaching);
- *developmental* (to do with enhancing the coach’s competence and skills);
- *resourcing* (to do with supporting the coach to handle their ‘stuff’, e.g. the emotional triggers, internal barriers, etc. that might otherwise get in the way of their being effective)
Benefits of supervision

- Manage common risks (ethical framework and desired standard)
- Opportunities for sharing organisational learning (identifying themes and issues)
- Increasing and providing evidence of the organisation’s ROI
The 7-eyed process model of supervision (Hawkins and Smith, 2006)

1. Focus on their client and what and how they present
2. Exploration of the strategies and interventions used by the supervisee
3. Exploration of the relationship between the client and the supervisee
4. Focus on the supervisee
5. Focus on the supervisory relationship
6. The supervisor focusing on their own process
7. Focus on the wider contexts in which the work happens
Mode 1

- Bringing the client into the room
- demo
Mode 1: the movie

In a trio (supervisee, supervisor, observer):

- Supervisee picks a client and is helped to reflect on a specific session
- What did you notice, both just before the session formally started and as it moved forward?
- Bring client into room (visual, auditory)
- Say what you saw and heard: avoid interpretation
- How did they look (all aspects, non-verbals)?
- How did the session start?
Feedback

- What did you notice and/or learn?
- Supervisee first
- Then supervisor
- Then observer
Choosing a supervisor - what to look out for - your views

- Rapport
- Able to give feedback to the coach
- Experience
- Qualifications
- Professional ethics, e.g. Respects confidentiality
- Knowledge of different kinds of cultures/diversity issues
- Understands roles and responsibilities
- Ability to challenge/assertive
Choosing a supervisor - what to look out for

- Skills & experience: broad coaching experience plus business/sector experience
- Supervision qualification
- Who they are and how they present (e.g. their personal impact, presence and authenticity
- ‘Chemistry’ between supervisor, coach and their organisation
- Pays attention to the client organisation as well as the client
- Most importantly, are they capable of ‘creating shift’ (Hawkins and Smith, 2006) i.e. provide the kind of supervision that transforms the coach and the coach’s practice?
Organisational best practice

- Make it part of your coaching strategy
- Be clear about its purpose
- Offer supervision regularly
- Provide a range of supervision opportunities
- Ensure external coaches have supervision
- Review and evaluate impact (on coach, clients and the organisation)
Benefits of group supervision

- Cost and time effective on-going development for coaches
- Coaches learn from each other and explore common themes, issues and challenges
- Opportunity to share key organisational issues and create a system for feeding these back to the organisation
- Builds a sense of identity, mutual support, professionalism, and capability amongst the coaching community
- Supports the creation of a coaching culture in the wider organisation
Review

- What did you enjoy/value about this session?
- What are the implications for you and your organisation?
- What are your next steps?
Contact details

jeanwoollard@partnersindevelopment.co.uk
www.partnersindevelopment.co.uk

pattie@coachingtosucceed.net
www.pattiehorrocks.co.uk

AOCS: independent, not-for-profit, membership-led association for coaches and supervisors
www.associationofcoachingssupervisors.com