

An introduction to Supervision

Questions we are answering in this introduction

1. What is supervision?
2. How does it work?
3. Who is involved?
4. What are the benefits?
5. How does it help professional development?

We then explain how we approach it and how it adds value.



1. What is supervision?

Supervision is a collaborative learning practice to continually build the capacity of a coach or a group of coaches, through reflective dialogue for the benefit of both coaches and clients ([See ICF](#)). It is an approach used by many different helping professions, and is widely recognised as a necessity within professional coaching institutions (see [EMCC](#), [ICF](#), [AC](#) and [APECS](#)).

Coaching Supervision focuses on the development of the coach's capacity through offering a richer and broader opportunity for support and development. Coaching Supervision creates a safe environment for the coach to share their successes and failures in becoming masterful in the way they work with their clients. Supervision is not line management.

2. How does it work?

Coaching supervision is typically conducted 1:1 between a supervisor and a coach or within a group where one supervisor works with a group of coaches. The coaches bring to supervision topics relevant to their coaching practice - problems, professional standards, ethical dilemmas, self-doubts, areas for development, challenges with their clients, etc. Supervision is for:

- Development - to stimulate continuous development of the coaches professional practice
- Support - to work through dilemmas, doubts, concerns, and confidence

challenges with the coach to help them get back on track

- Guidance - The supervisor provides feedback and guidance on the practice of the coach so that they can stay within accepted professional boundaries (for instance ethical codes of conduct, competency assessments, etc).

3. Who is involved?

Supervision is between the supervisor and the coach (and if in a group, the coaches) with the client (the person being coached) in mind. The client isn't physically present, but supervision is ultimately in service to the client.

When supervision is in groups, it can be for 2-6 people. The process of supervision is agreed with the coaches with different options being:

- Taking it in turns to bring client challenges
- Focusing on themes for exploration together as a group
- Supervision by the group, overseen by the supervisor
- Supervision 1:1, observed by the group
- And other methods

There is always a strict confidentiality agreement during the supervision process so that the coaching client is protected and the coach feels safe.

4. What are the benefits

The supervision targets the coach in order to benefit the client. Supervision:

- Strengthens awareness of coaches to notice their client's needs
- Develops coaching practice so that they have a broader range of repertoire to bring to the client
- Enhances the trust clients put on the coach by developing professional credentials, capability and confidence.

In group supervision settings there are additional benefits in that topics brought by other coaches are explored openly in a way that helps other coaches tackle such issues in the future.

Within in-house teams of coaches, there is also the ability to agree standards of practice, hone specific skills and knowledge unique to the organisation, and generate a common understanding how the team can support the organisational purpose and strategy.

5. How does it help professional development?

There is widespread expectation that coaches become professionally accredited. This process requires combinations of training, hours of coaching, specific assessment tests, and particular amounts of supervision. The supervisor can help coaches to navigate each institutes requirements, providing feedback on

competencies, submissions and logging coaching hours

Coaching Supervision from Organisational Coaching Hub

We can provide a supervision service to suit your needs. We have been providing coaching supervision services for several years and this can be:

- 1:1 supervision
- Group/team supervision

Please get in touch with us to explore these options in more detail.

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