



Coaching Supervision and YOU

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Overview

What is coaching supervision?

What are the benefits of supervision?

What is included in supervision?

What is best practice in coaching supervision?





What is Supervision?

“Supervision sessions are a place for the coach to REFLECT on the work they are undertaking, with another more experienced coach. It has the dual purpose of supporting the CONTINUED LEARNING AND DEVELOPMENT of the coach, as well as giving a degree of PROTECTION to the person being coached.”

(Peter Bluckert)

“Coaching Supervision is a formal process of professional SUPPORT, which ensures continuing development of the coach and effectiveness of his/her coaching practice through interactive REFLECTION, INTERPRETATIVE EVALUATION and the sharing of expertise.”

(Bachkirova, Stevens & Willis 2005)





Supervision Defined

“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. Supervision should also be a source of organisational learning.”

(Hawkins and Schwenk, CIPD research 2006)





The Employer's Perspective

“To open ones work to scrutiny is important best practice in any helping activity. If you are going to invest in coaches in the workplace, this is an essential part of it – it is not an optional exercise.”

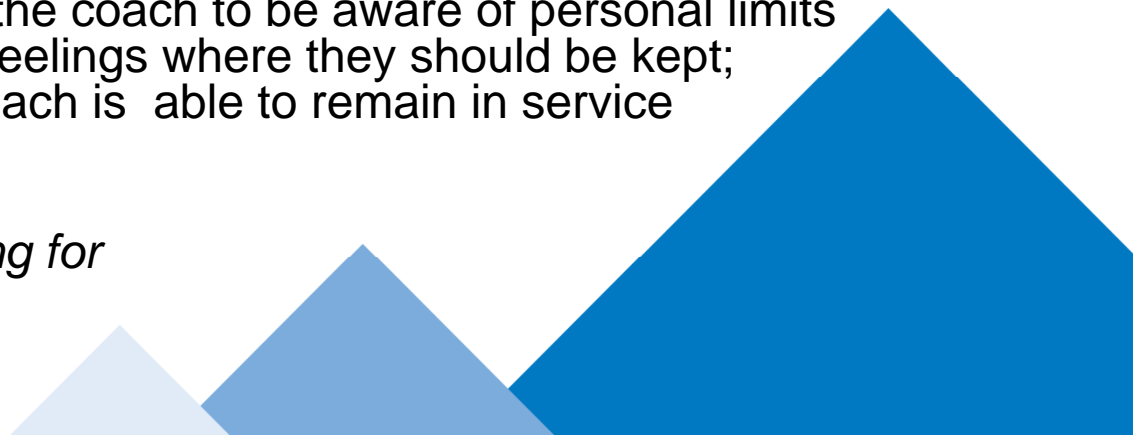
Barbara Picheta, Head of Coaching PricewaterhouseCoopers UK

“I would expect coaches to have supervision as part of their continuous professional development and I would not employ a coach who did not have supervision.”

Shaun Lincoln, Centre for Excellence in Leadership

“Coaching supervision helps the coach to be aware of personal limits and capabilities and to keep feelings where they should be kept; the client does better if the coach is able to remain in service of the client.”

*Sam Humphreys,
previously leading on coaching for
Unilever's Global Leadership*





CIPD Research – Key Questions

- What is coaching supervision?
- Why should HR professionals be interested in it?
- What do HR professionals need to know about coaching supervision?
- What does good practice look like?
- How can supervision help coaching to be more effective?





CIPD Coaching Supervision Research 2006

On-line surveys

Coaches & Supervisors (528)

Organisers of Coaching (125)

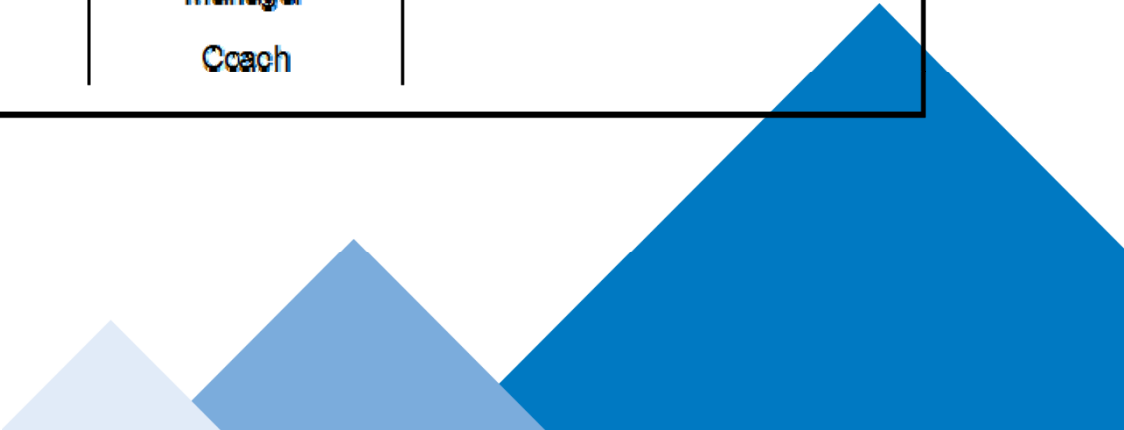
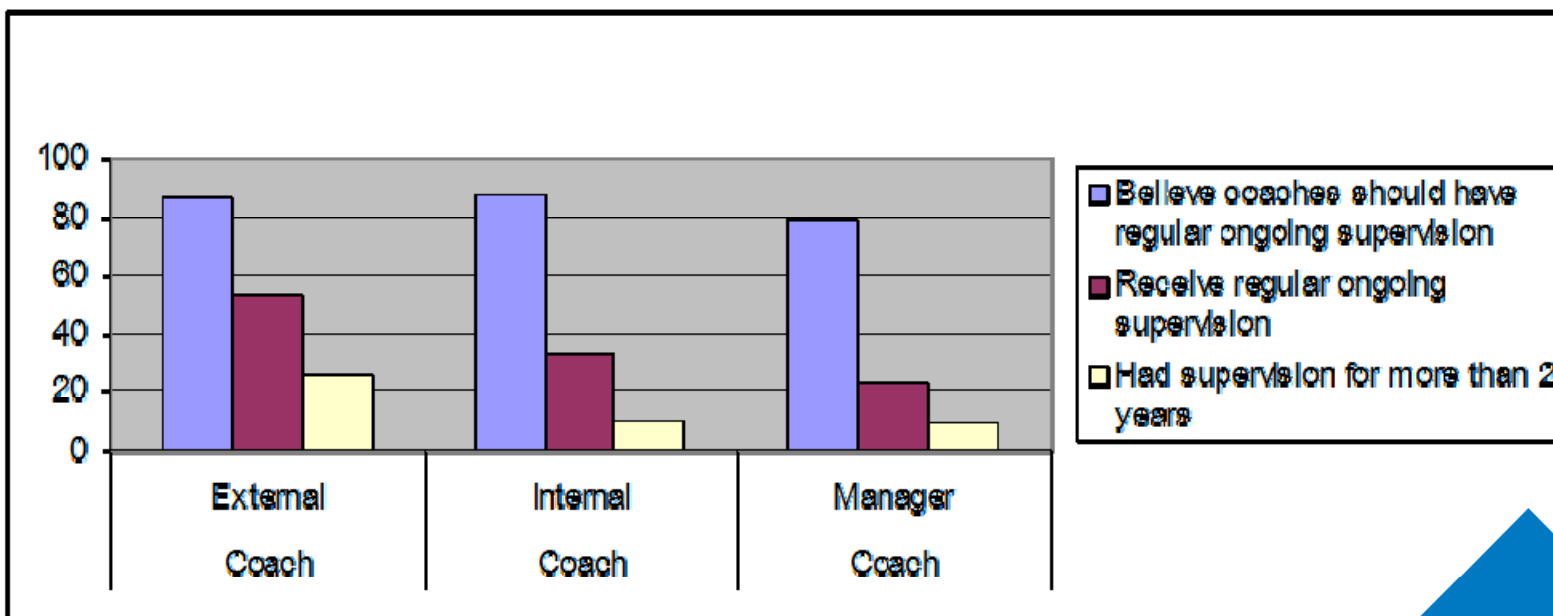
Focus groups to identify challenges, HR processes and practices – 4 groups, 31 participants

Best practice case studies – 6 organisations



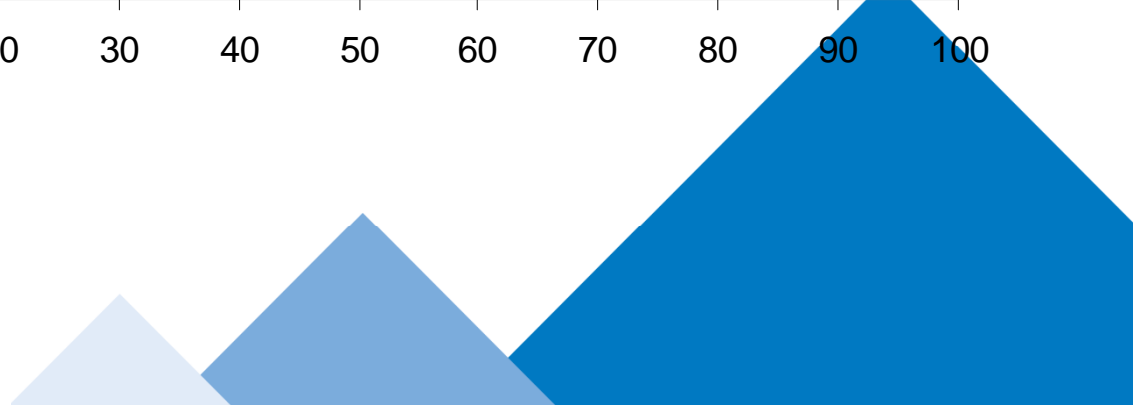
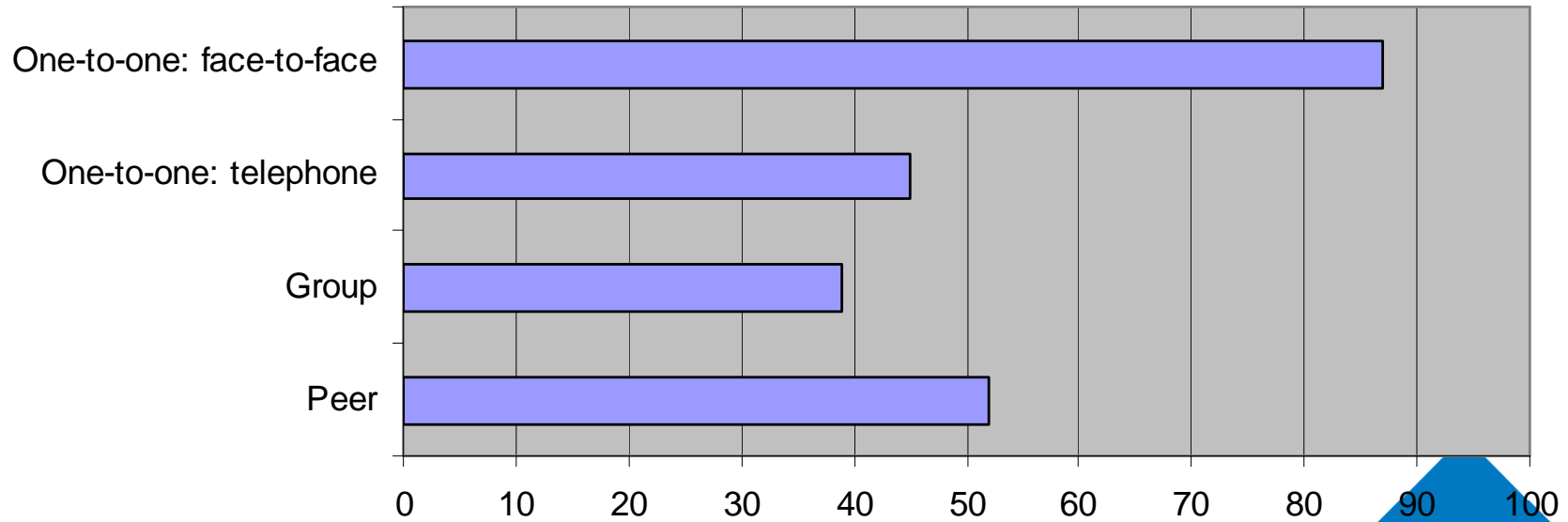


Important but not practised

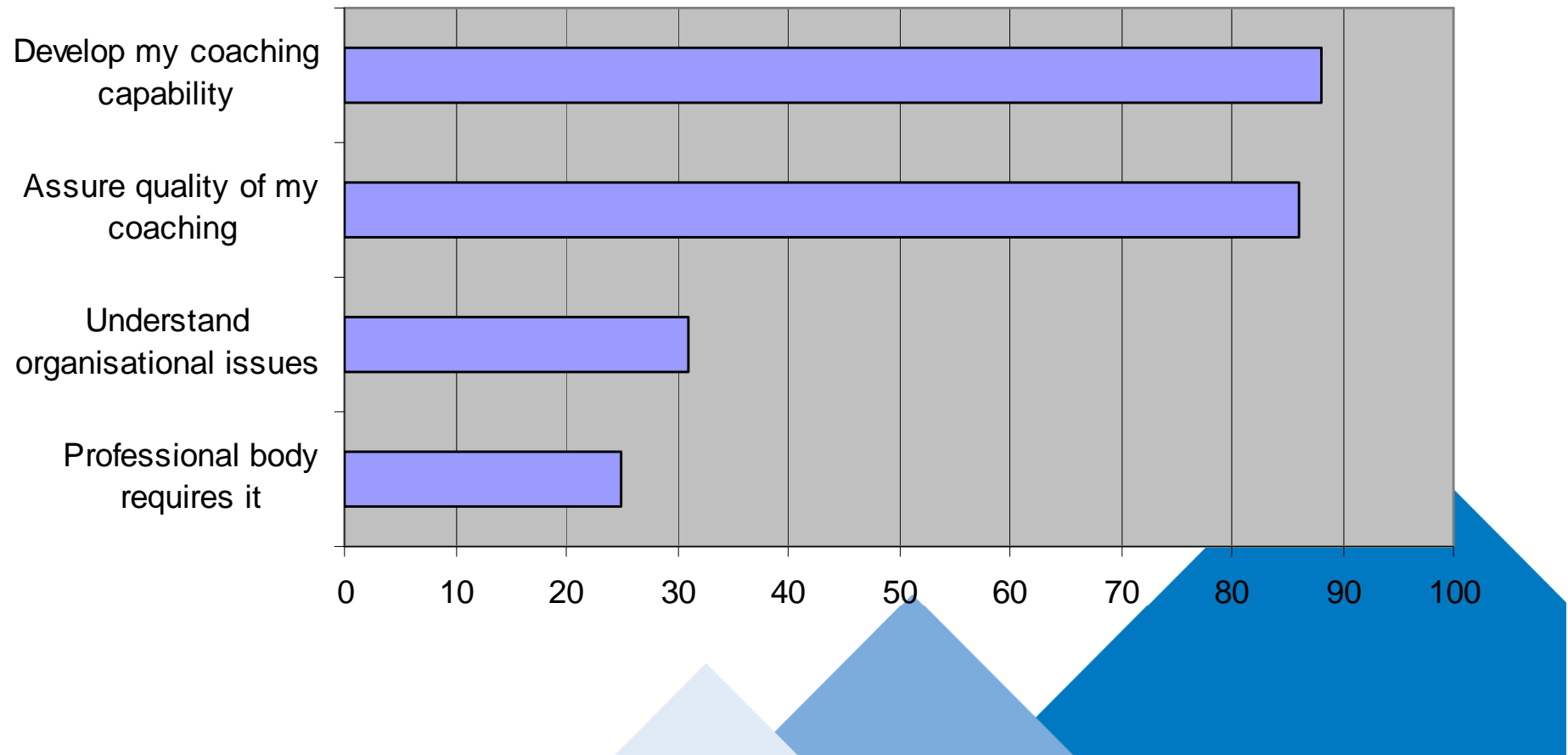




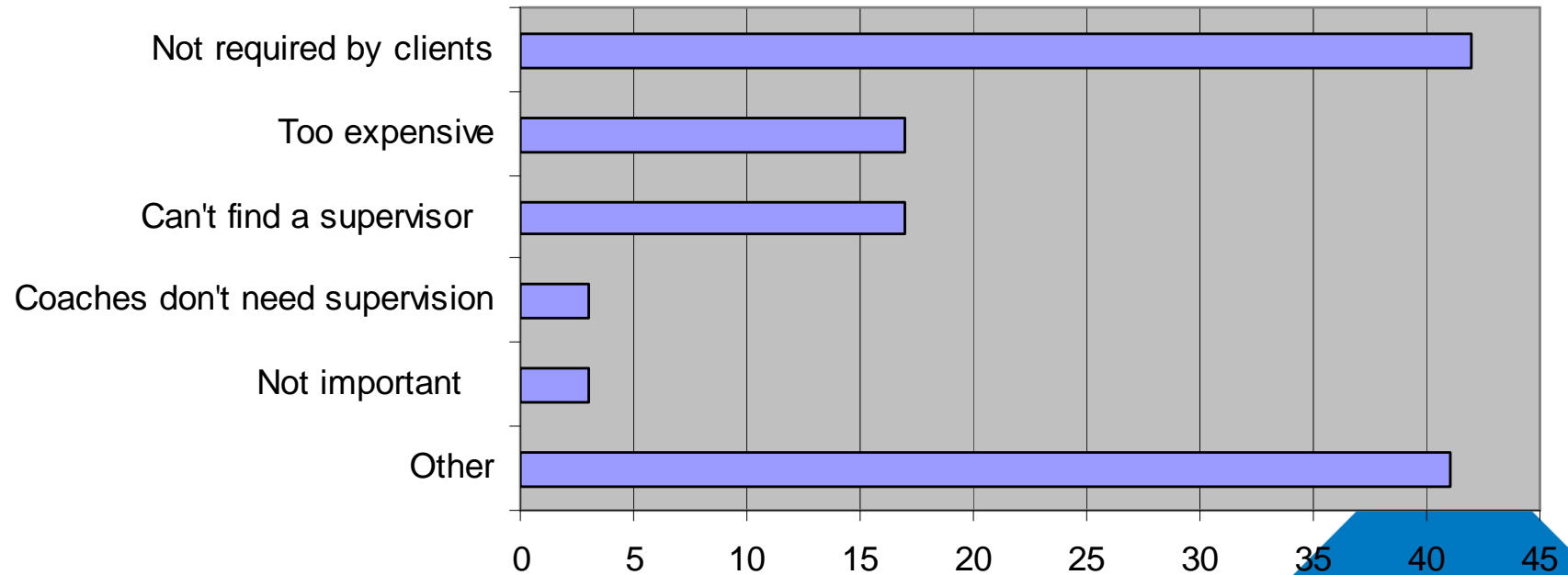
Type of supervision



Reasons coaches have supervision

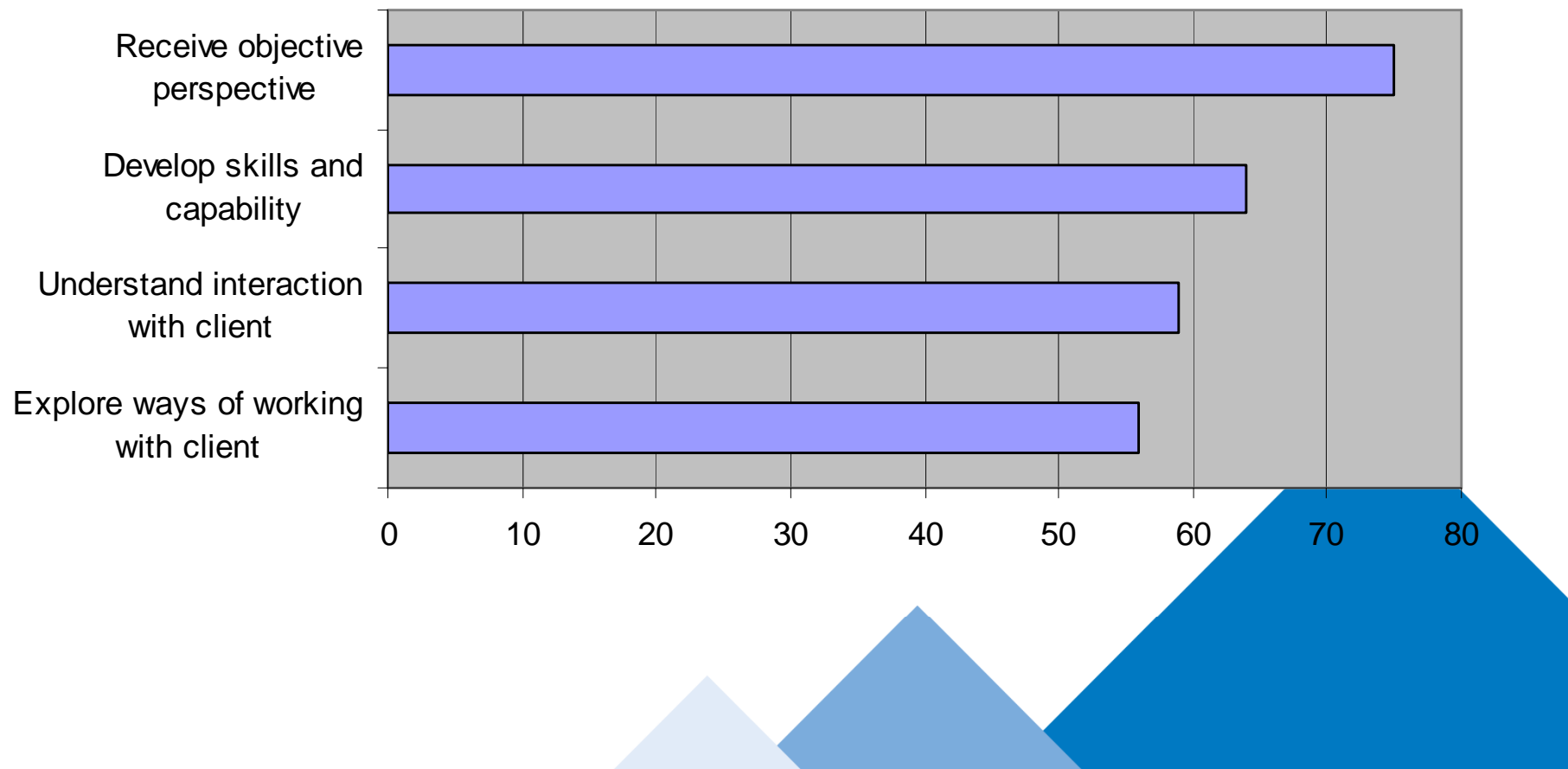


Reasons coaches don't have supervision



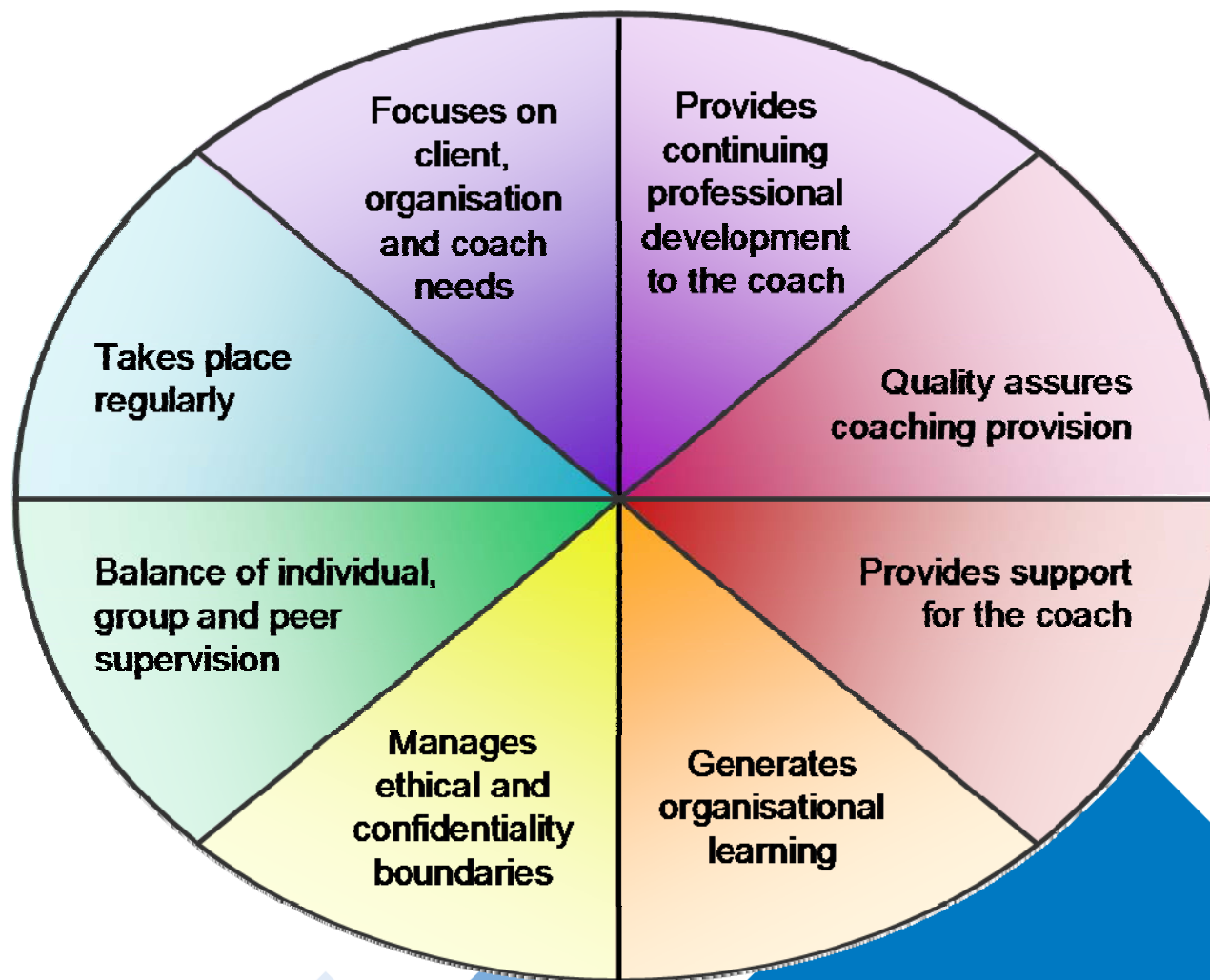


Benefits of supervision





Coaching Supervision: Wheel of Best Practice





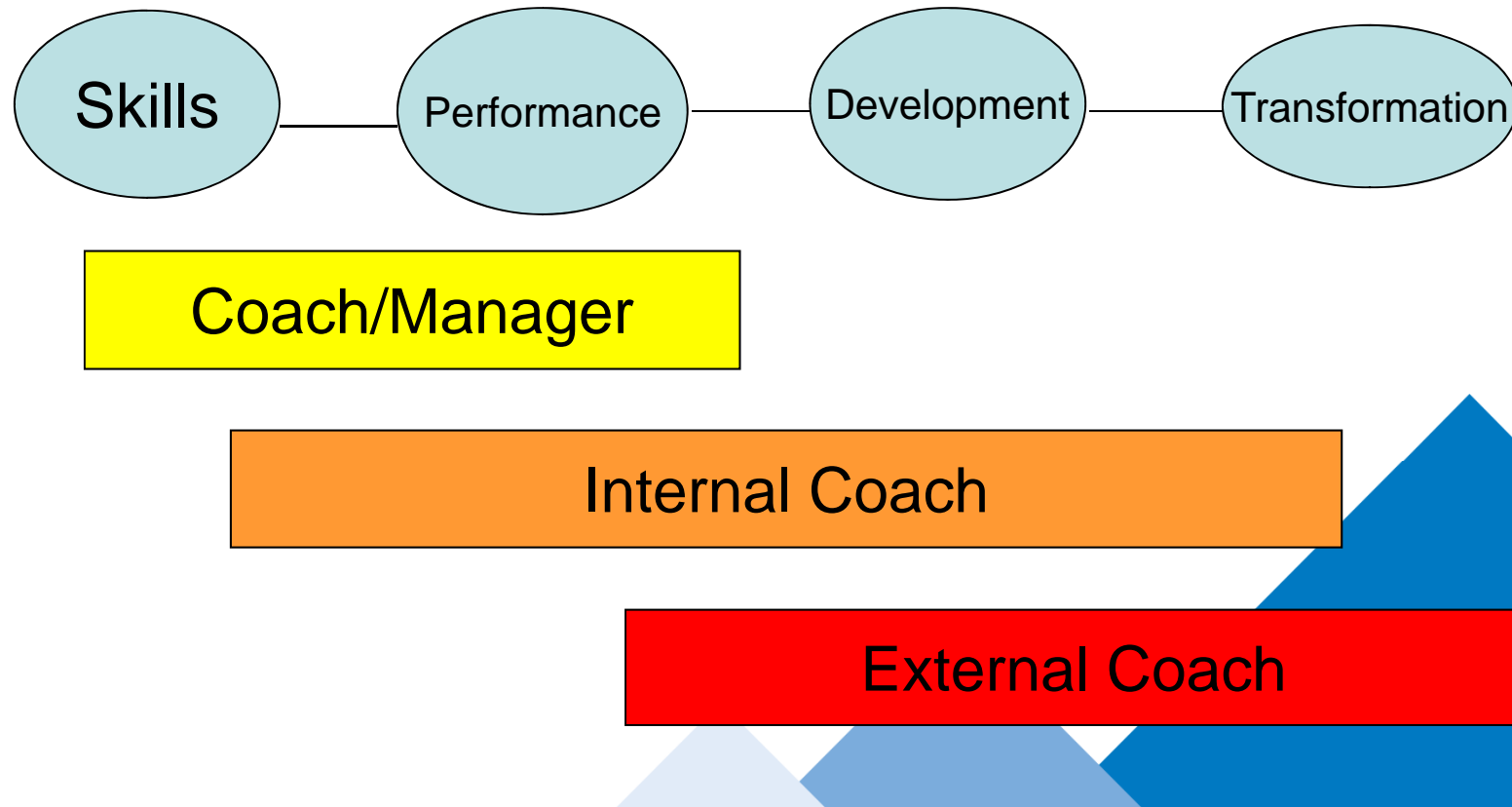
For more information...

Coaching Supervision :
Maximising the potential of coaching
www.cipd.co.uk/changeagendas

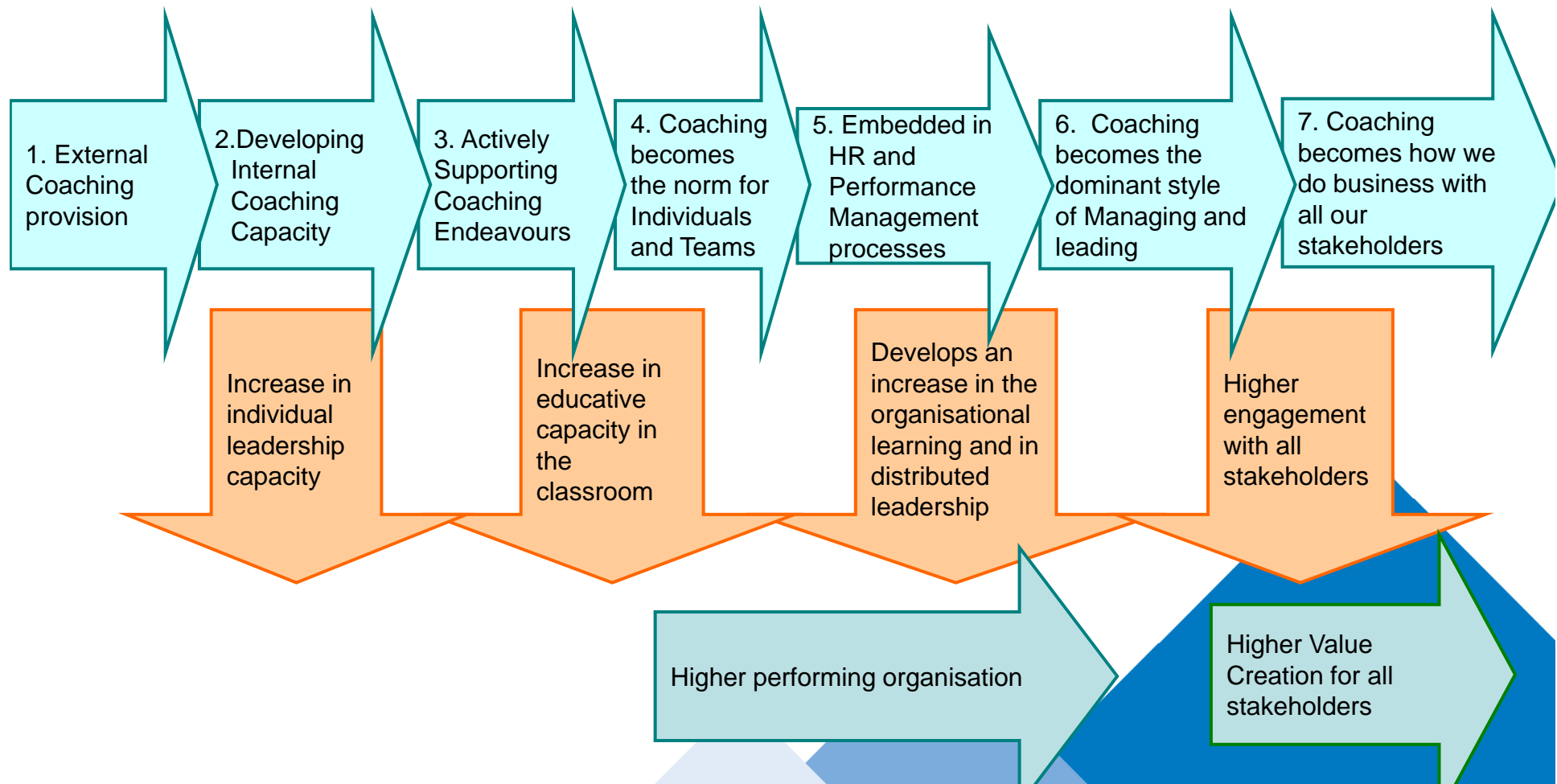




The Coaching Continuum: Linked to types of Coaches



Developing a Coaching Culture





Enabling Coaching Excellence

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