

What is coaching supervision?

According to the International Coach Federation, “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.”

Coaching supervision differs from coaching and mentoring. *Coaching* is designed to help clients achieve their objectives through self-awareness, goal setting, and action planning. *Mentor Coaching* for a coach credential is focused on developing the core competencies and skills required for coaching. *Coaching supervision* includes creating a safe space for the coach and supervisor to reflect on the overall system to support the coach’s growth and improved client outcomes.

Why supervision?

Benefits:

- Improved client results through improving the quality and effectiveness of coaching.
- Professional support for coach to develop coaching skills and strategies for challenging client situations.
- Competitive differentiation on corporate contracts to maintain and enhance coaching quality standards.
- Continuing professional development (CPD) of the coach. Note that supervision is recognized by the ICF for core competency Continuing Coach Education (CCE) hours.

Who may benefit from coaching supervision?

- Professional coaches in private practice.
- Internal corporate coaches.

How does supervision work?

Supervision can be done in a one-on-one setting or in groups. Coaching supervision is fundamentally a reflective process. Coaching supervisors create a confidential, safe space for coaches to explore their own thought processes and the dynamics present in client engagements. This often includes:

- Analysis of coaching case studies to better understand options for coaching strategies to improve client outcomes.
- Reflection on the coaches internal thought processes and assumptions.
- Revealing blind spots.
- Exploring ethical issues and contracting challenges.
- Brainstorming solutions to complex and challenging client situations.
- Appreciating and celebrating the accomplishments of the coach.
- Providing accountability and a sounding board for ideas.

Coach Supervision sometimes uses the Seven-Eyed Model created by Peter Hawkins and Robin Shoet. This model examines the client-coach-supervisor system from seven different perspectives. These include: (1) the client’s context, (2) the coach’s interventions, (3) the relationship between the coach and the client, (4) the coach’s self-awareness, (5) the relationship between the coach and supervisor including parallel processes, (6) supervisor’s reactions and reflections, and (7) the wider context and system. Using the Seven-Eyed Model, the supervisor and supervisee engage in rich dialogue and reflection resulting in insights that can expose blind spots, deepen self-awareness, and open possibilities for new client interventions.