



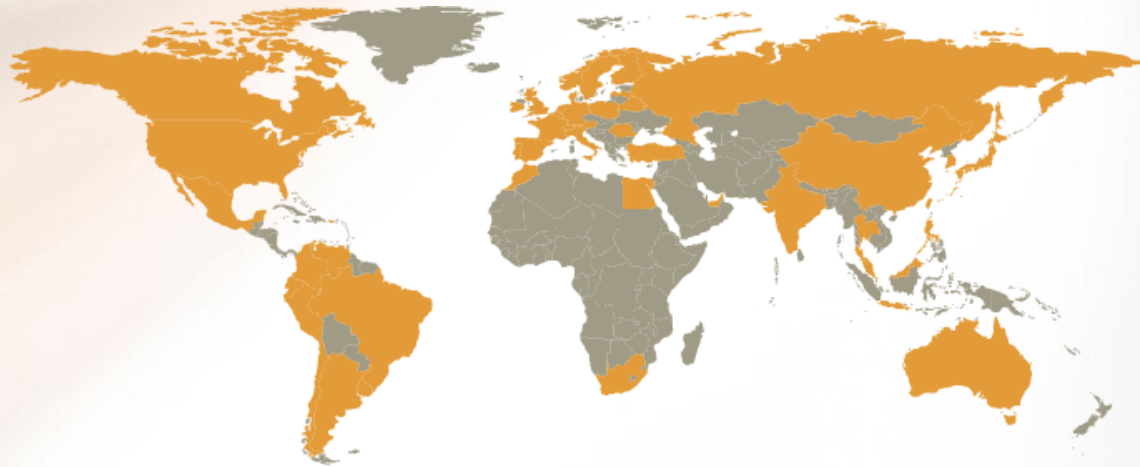
International Coach Federation

Coaching Trends: ICF Position regarding Coaching Supervision

Presented by

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International Coach Federation



26,000+ members in **119** countries

15,674 + ICF Credential holders

*(**87** countries: ACC: 50%; PCC: 44%; MCC: 6%)*



COACHING

Poll #1

- 1) I am very clear of what coaching supervision is.
- 2) I am somewhat clear about what coaching supervision is.
- 3) I am not clear about what coaching supervision is.

Objectives

- Share a brief history of how we got where we are today.
- Define Coaching Supervision.
- Differentiate Coaching Supervision and Mentor Coaching.
- Facilitate an exercise.
- Answer your questions.

Background and Development

- ICF has held several work groups to define and establish a position regarding Coaching Supervision.
- We don't have plans to make it a requirement.
- Coaching Supervision has been formally accepted for CCEUs.
- Coaching Supervision Task Force. The objective is exploring Coaching Supervision and its relevance to the future of professional coaching. Discussions are around definitions, differences with Mentor Coaching, how to communicate the value of reflective practice.

Exercise

- When you think of Coaching Supervision. What are the first words that come to your mind?

Operational Definition of Coaching Supervision

"Coaching Supervision is the interaction that occurs when a coach periodically brings his or her coaching work experiences to a coaching supervisor in order to engage in reflective dialogue and collaborative learning for the development and benefit of the coach and his or her clients."

Coaching Supervision, Hay (2007), adapted from Procter (1986).

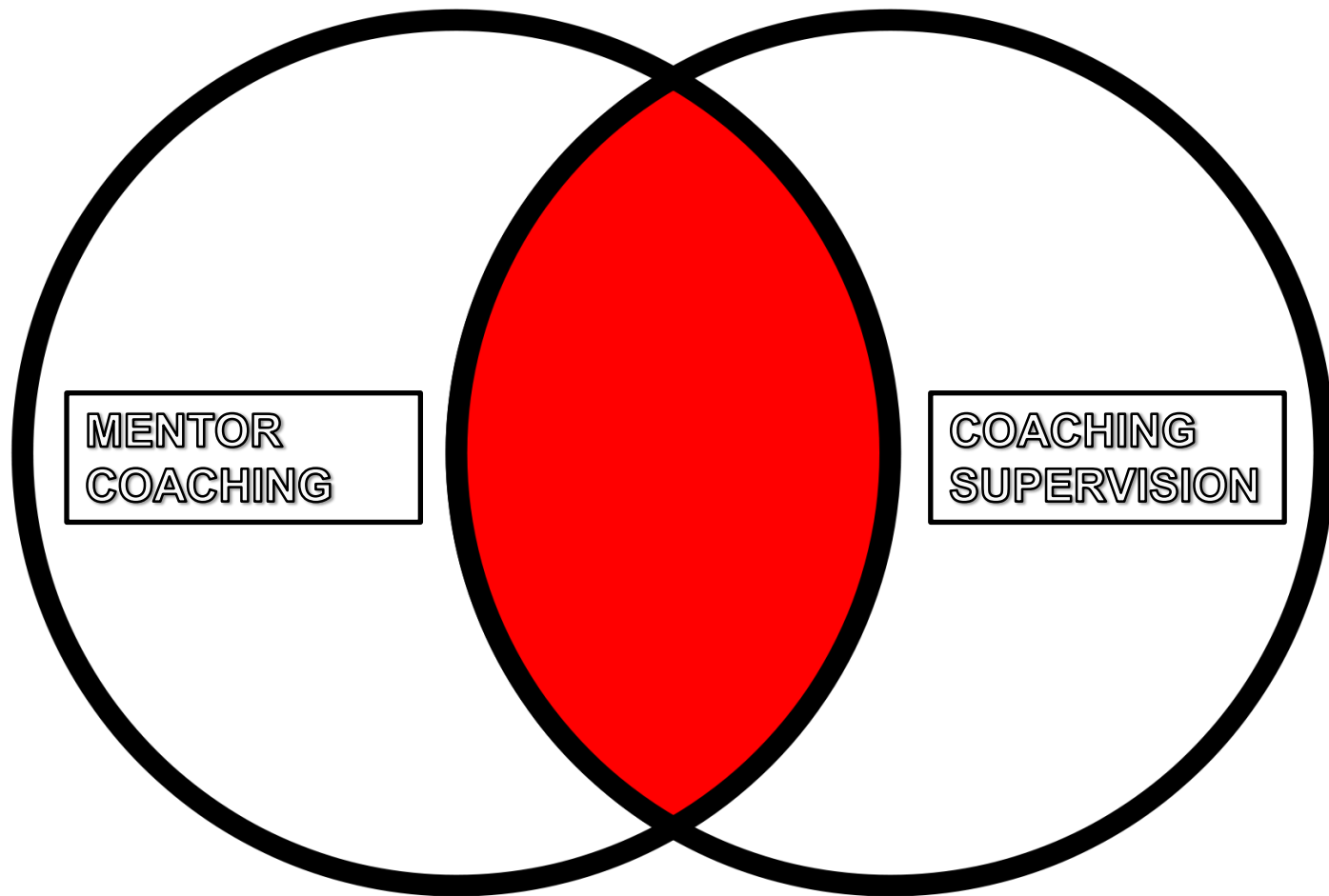
- **Formative**
 - Continue to develop as coach
- **Normative**
 - Follow ethical practices and boundaries
- **Supportive/Restorative**
 - Recharge energy, work on emotional aspects



Mentor Coaching Definition

ICF describes Mentor Coaching as:
coaching for the development of one's coaching, rather than reflective practice, coaching for personal development, or coaching for business development.

Mentor Coaching and Coaching Supervision



Coaching Supervision vs. Mentor Coaching

- **Mentor Coaching** focuses on the development of coaching skills. The mentor coach observes or listens, assesses, and provides feedback.
- **Coaching Supervision** offers the coach broader opportunity for support and development. The coach is invited to focus much more on what is going on in their own process, and where the personal may be intruding on the professional.

Coaching Supervision vs. Mentor Coaching

Mentor Coaching

Skills based

Content: coaching skills application
measured against ICF 11 Core
Competencies

Context: mentor as teacher

Purpose: building
competency

Regularity: 10 hours to credential
or re-credential

Coaching Supervision

'Fit for purpose'

Content: anything that impacts on
coaching delivery

Context: supervisor as external
observer and reflective partner.

Purpose: enhanced capacity

Regularity: on going

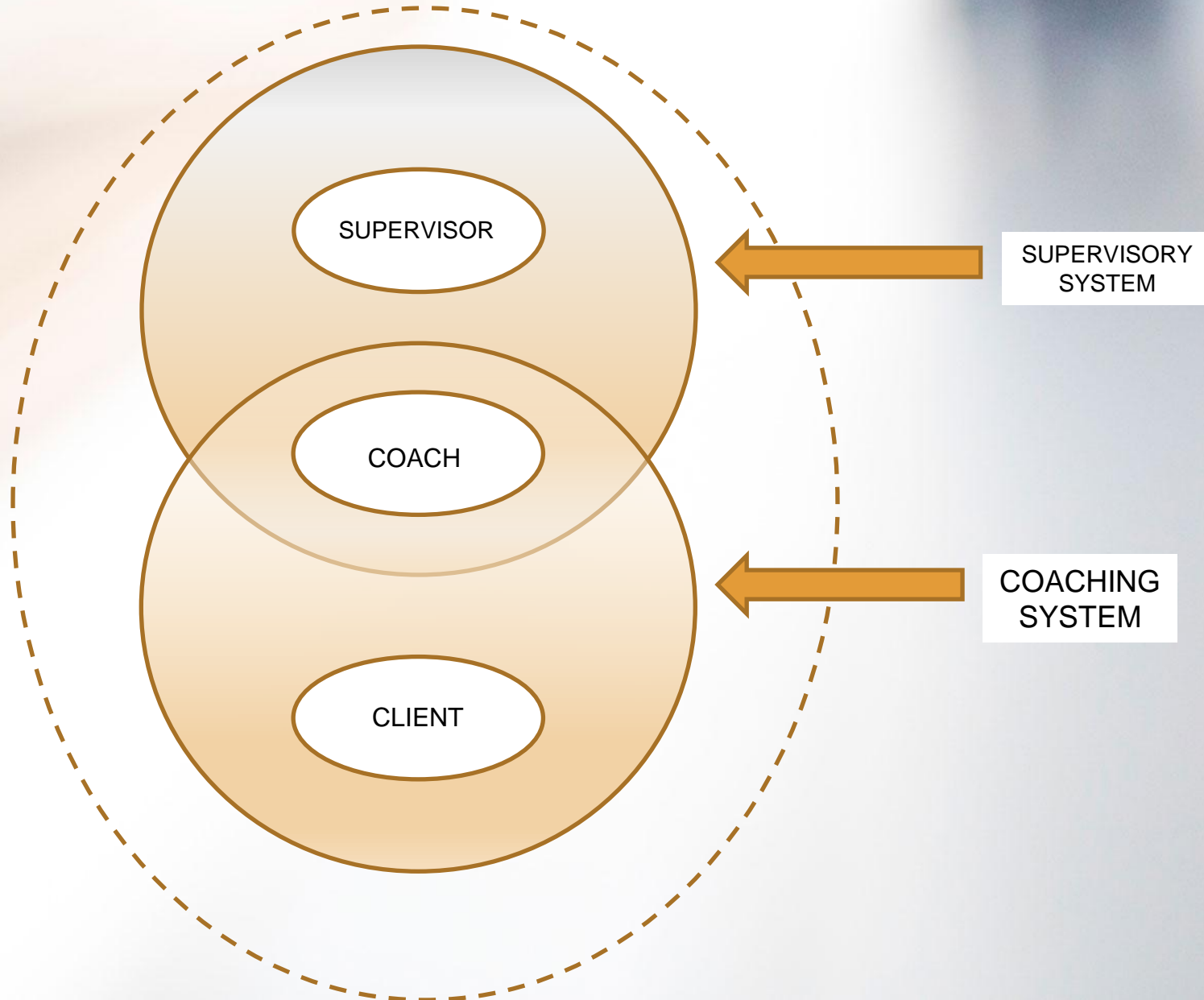
Aspects Covered in Coaching Supervision

- Providing appropriate support for the coach's work.
- Provide regular opportunities to reflect on the coaches work.
- Develop skills and strategies that allow the coach to be more effective in their role.
- Gain insight and understanding about why things turned out the way they did.
- Manage self in the coaching role.

**Sometimes we may feel we have
big shoes to fill...**



Peter Hawkins' Seven Eyed Model



Peter Hawkins' Seven Eyed Model

- 1. The Coach System & Client Situation**
- 2. Coach Interventions & Strategies**
- 3. Relationship between Coach & Client**
- 4. Coach's own experience**
- 5. Relationship between Coach and Supervisor**
- 6. Supervisors Self-reflections**
- 7. Organizational context**

Eye 1, The Client

- Choose a present or past client.
- Who is the client?
- Without details, share what brought them to coaching, the client challenges, anything you can cover in 3 minutes!

Eye 2, Coach Interventions

- What have you done with your client?
- What interventions worked well, what did not work so well?

Eye 3, Relationships

- How is the relationship with your client?
- If you were a fly on the wall, what would you be observing?

Eye 4, The Coach

- What is challenging for you working with your client?
- What have you learned working with this client?

Any questions?



Bibliography

- Peter Hawkins & Nick Smith; **Coaching, Mentoring and Organizational Consulting: Supervision and Development.** Oxford University Press (OUP), 2006
- Julie Hay, **Reflective Practice and Supervision for Coaches,** OUP 2007
- Eric de Haan, **Supervision in Action,** OUP 2012
- T Bachkirova, Jackson, Clutterbuck, **Coaching and Mentoring Supervision,** McGraw Hill, 2011



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Coachfederation.org

21. Please indicate your level of agreement with the following statement:All professional coaches should receive ongoing training in coaching supervision.
(Respondents could only choose a **single** response)

Response	20%40%60%80%100%	Frequency	Count
Strongly Disagree	<div></div>	13%	142
Somewhat Disagree	<div></div>	16%	176
Neither Agree / Nor Disagree	<div></div>	32%	351
Somewhat Agree	<div></div>	24%	256
Strongly Agree	<div></div>	15%	162
Valid Responses			1087
Total Responses			1092

Information in ICF Web Site

- www.coachfederation.org
 - Individual Credentialing
 - Mentoring and Supervision
 - <http://coachfederation.org/credential/landing.cfm?ItemNumber=2212&navItemNumber=2241>

Guidelines for selection of a Coaching Supervisor

- Understands and is able to model the value of partnership and encourages the coach to lead in designing areas to be worked on.
- Is authentic and supports authenticity, including celebrating who the coach is, her/his achievements and growth throughout the process.
- Is **secure** in his/her own work and is able to demonstrate appreciation and respect for the unique style of each coach.

Duties of a Coaching Supervisor

- Models effective initiation of client relationship - understands and can convey what the potential coach supervisor means by supervision.
- Supports coach choice by encouraging coaches to interview more than one potential Coaching Supervisor in order to find the best match.
- Focuses on full practice development and indicates how they generally work as a supervisor, including what is expected from the coach, methodologies and practices used, feedback mechanisms, etc.

Duties of a Coaching Supervisor

- Demonstrates that he or she is learning about the coach at many levels at once, and is able to hold all of that in the context of who the coach is, what the coach is seeking and honors the coach's unique style.
- Engage in their own on-going supervision.

Guidelines for selection of a Coaching Supervisor

- Evokes a sense of trust and has the ability to connect with the coach in terms of fit, chemistry and compatibility.
- Encourages the coach to reach beyond what the coach initially feels is possible.
- Demonstrates equal partnership by being open, **vulnerable** and willing to take appropriate risks.