Embedding Supervision in Coaching Practice

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Agenda

• Supervision: what and why
• Reflecting on your practice
• Making the most of 1:1 supervision
• Making the most of group supervision
Some Questions - Hands up

• How many of you believe that it is important that coaches have regular on-going supervision of their coaching?

• How many of you receive regular on-going 1:1 supervision?

• How many of you receive regular on-going group supervision?

• How many of you receive supervision that consistently TRANSFORMS your practice and DEVELOPS BOTH YOU and YOUR CRAFT?
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
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.”

Hawkins and Schwenk
Kolb’s Learning Cycle

Activity → Learning → Reflection → Application → Activity


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## Carroll’s Levels of Reflection

<table>
<thead>
<tr>
<th>Level</th>
<th>Reflection focused</th>
<th>Relational perspective</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Me alone</td>
<td>‘Unreflective’ – not stopping to think about why they do what they do</td>
</tr>
<tr>
<td>2</td>
<td>Myself and my core relationships</td>
<td>Loyalty to ‘group’ – religious, political, educational, industrial, etc.</td>
</tr>
<tr>
<td>3</td>
<td>Myself and human relationships</td>
<td>Abstract principles that guide my relationships with others</td>
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<tr>
<td>4</td>
<td>Connecting across categories</td>
<td>Aware of the categories and assumptions that underlie their way of constructing meaning in their work</td>
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<tr>
<td>5</td>
<td>Difference and diversity</td>
<td>Values diversity, relationships as source of learning</td>
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Reflection on your coaching

• On a scale of 1-10, how satisfied are you with the coaching session you just completed?
• What are you pleased with?
• What was difficult for you?
• Are there any concerns or anxieties about the way you are working with this client?
• What is the shift that this client needs to make in order to enable a shift in their team, organisation, system?
• What is the shift that I need to make in order to enable the shift in the client?
Preparing for supervision

• Are there any crisis/emergency issues you need to talk about?
• Are there any themes emerging that you would like to review in supervision?
• Are there any organisational/training areas you want to talk about in supervision?
• What do you want from this session of supervision?
  – For yourself, for clients, for your learning

One to One Supervision

- Offers ‘special time’ for the practitioner
- Can explore supervision issues at greater depth
- Is more appropriate to deeper, more intense coaching
- Supervisee can explore what they need to, when they need to
- Builds a stronger relationship with the Supervisor
Group Supervision

- Increases accountability
- Easier to notice the 'unnoticeable'
- Experience group process and dynamics live
- Actively harnessing difference
- Often more energy
- Can be easier to hear difficult things
- Creates common language and values for group
Typical 1:1 Supervision format

- check in
- establishing the session focus and desired outcome
- supervisory discussion on a current coaching client(s) situation or issue – this could include tapes of coaching
- exploring the coach’s personal issues and skill development needs
- discuss concerns the coach may have
- establishing learning and commitment to future action
1:1 Supervision

• How do you prepare for 1:1 supervision?
• What do you like about 1:1 supervision?
• What works well for you?
• If you could change any aspect of supervision, what would you change?
Typical Group Supervision format

- group check-in
- agreeing who wants to ‘present a client’
- supervisor facilitated 1:1 supervision with a group member on a current coaching client situation or issue – this could include tapes of coaching
- 1:1 or trio peer supervision on a current coaching client situation or issue – this could include tapes of coaching
- action learning format where one participant shares a current coaching client situation or issue with other members asking questions or sharing their perspectives
- ‘fishbowl’ where one person is supervised while others watch and then contribute
- feedback on organisational and cultural themes
Group Supervision

• How do you prepare for group supervision?
• What do you like about group supervision?
• What works well for you?
• If you could change any aspect of group supervision, what would you change?
Kolb’s Learning Cycle


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Supervision review

1. What difference has supervision made to date in your practice? What have you started to do more, or differently?

2. What effect has this had on your clients, colleagues, etc.?

3. How well has supervision met your expectations?

1____________________________________________________________10
Not met                                                                                       Far exceeded
expectations                                                                                 expectations

Supervision review

4. Highlight and describe one critical moment in your supervisory journey: a moment that was tense, exciting, a breakthrough or rupture, or significant to you in any other way?
   - What made this a critical moment?
   - What was the context in which this critical moment emerged?
   - How did we handle the critical incident?
   - What was the eventual outcome?

5. What was it about the way you and your supervisor worked together that you found most helpful?

### Aspects of Supervision

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<tr>
<th>Kadushin</th>
<th>Proctor</th>
<th>Hawkins and Smith</th>
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<tbody>
<tr>
<td>Managerial</td>
<td>Normative</td>
<td>Qualitative</td>
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<td>Educative</td>
<td>Formative</td>
<td>Developmental</td>
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<td>Supportive</td>
<td>Restorative</td>
<td>Resourcing</td>
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