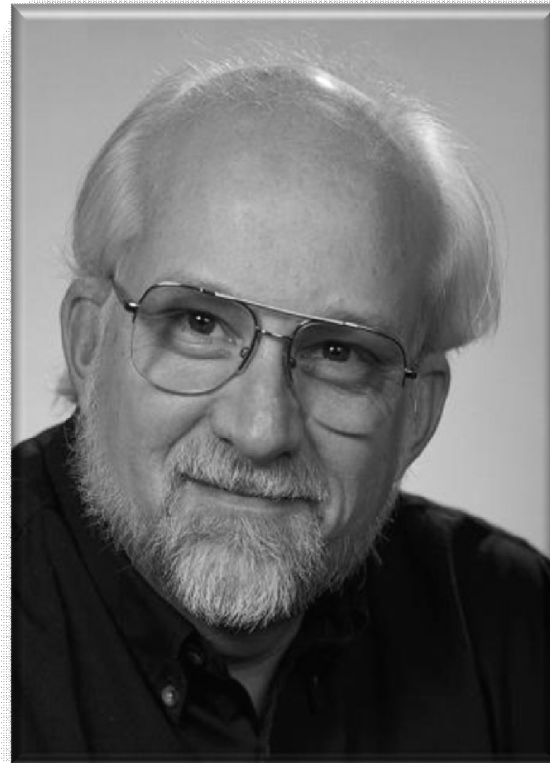


Coaching Supervision

ICF Internal Coaching SIG
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Why Coach Supervision?

- Stakeholders and program managers don't have visibility to confidential conversations
- No direct way to know if clients are truly working toward program goals
- Issues can arise with clients where coach needs help or advice
- Are we missing the opportunity to deliver more value if we could see what's happening across many clients?

Key choice

Is the supervision about evaluating and grading the coach

-or-

Is it about helping the coach and client?

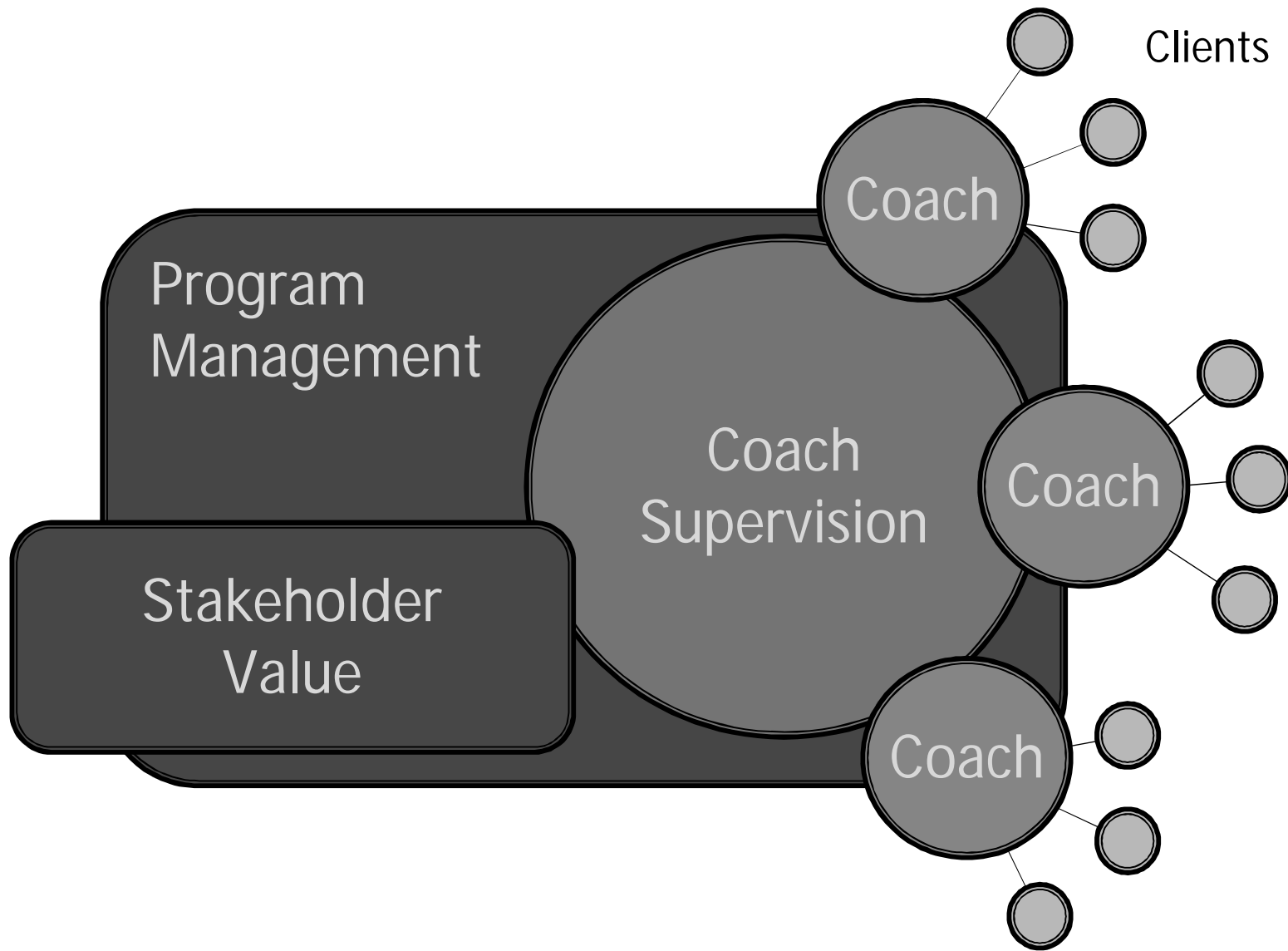
This generates different processes!

What is Coach Supervision?

Using the facilitative model

- Facilitated 1-1 or group discussions
- Often includes more experienced Mentor Coach
- Key topics:
 - Are we staying connected with and optimizing the program goals?
 - What issues are you running into as a coach?
 - What trends are we seeing with clients?

Key relationships



Mentor Coach

Teacher/guide

Assumes Mentor has the resources

Can evaluate coach

Facilitator

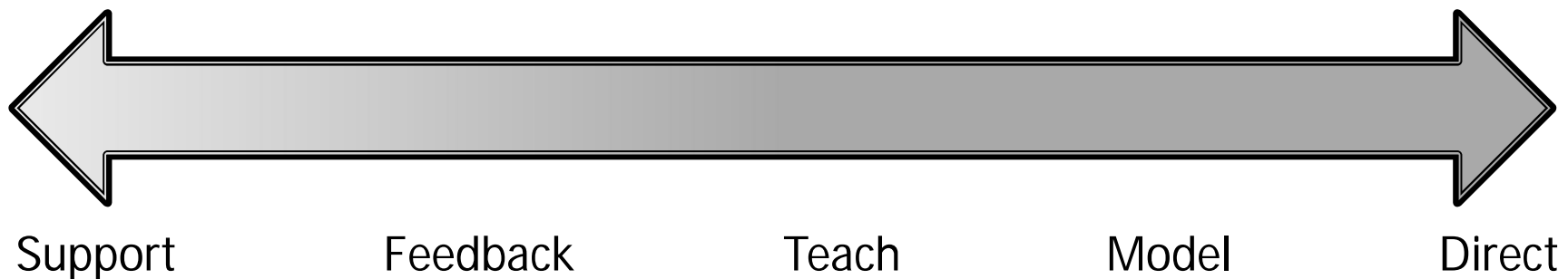
Process supporter/enabler

Assumes group has the resources

Can evaluate process

An interesting question

Coaching is an inherently individualistic relationship. How do you support diverse coaching styles while learning from a Mentor Coach?



Value provided

Value to coaches

- Ongoing alignment to goals
 - Help with tough coaching situations
-

Value to stakeholders

- Raise awareness to overall trends and patterns of issues
 - Adjust mid-stream if necessary
 - Confidence that clients are actually making progress toward the organization's goals
-

Value to program

- Identify tough/puzzling client issues early
- Maximize value to the program's goals by making real-time improvements

The opportunity

- This is a developing area of the coaching industry
- We should help shape and influence the conversation

Resources and references

- **Developing Coaching Supervision Practice: an Australian case study.** Hilary Armstrong and Mandy Geddes in *International Journal of Evidence Based Coaching and Mentoring*, August 2009
- **Coaching and buying coaching services – a CIPD guide.** Jessica Jarvis, Chartered Institute of Personnel and Development, www.cipd.co.uk
- **Coaching Supervision.** Presentation by Mark Lewthwaite and Ed Griffin to Association for Coaching conference, 2008, www.associationforcoaching.com
- **Coaching Supervision and Development.** Service offered by Academy of Executive Coaching, www.aeec.com