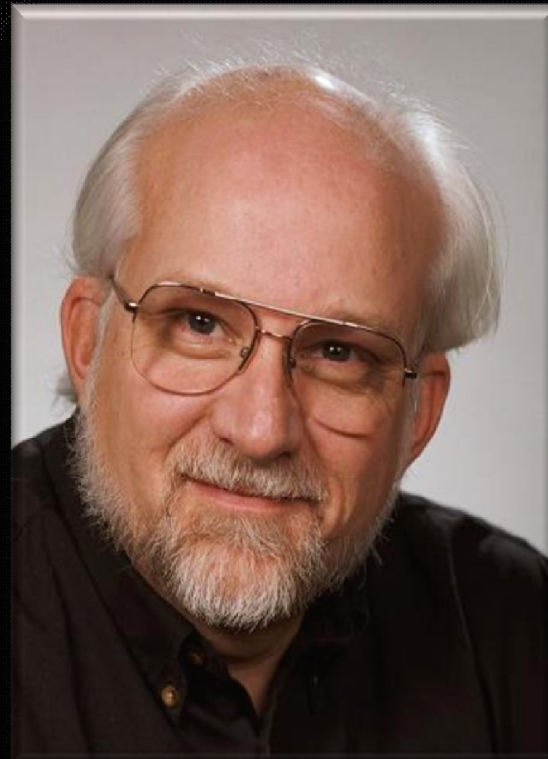


Coaching Supervision

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?

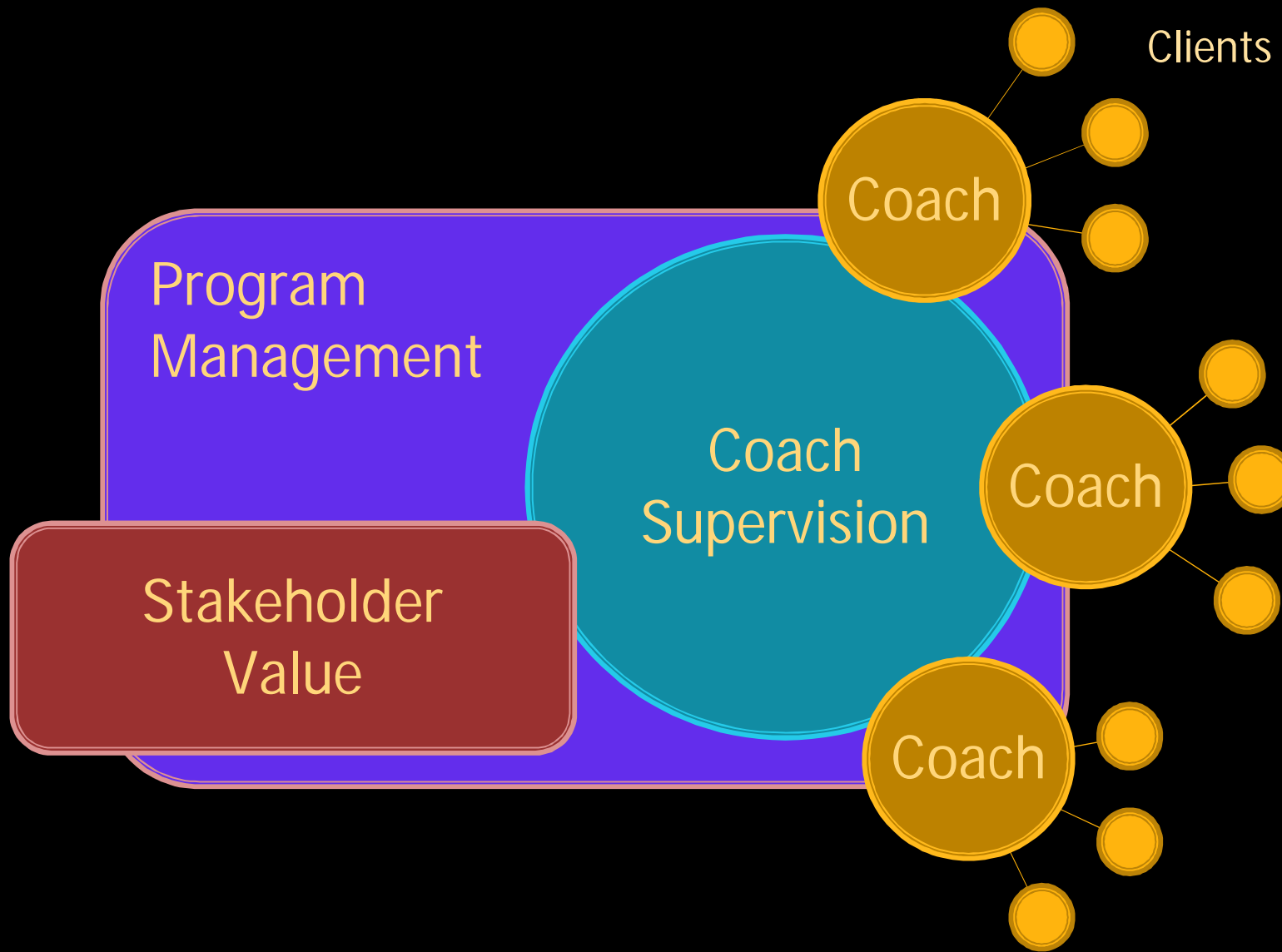
This generates different processes!

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

Facilitator

Teacher/guide

Process supporter/
enabler

Assumes Mentor
has the resources

Assumes group has
the resources

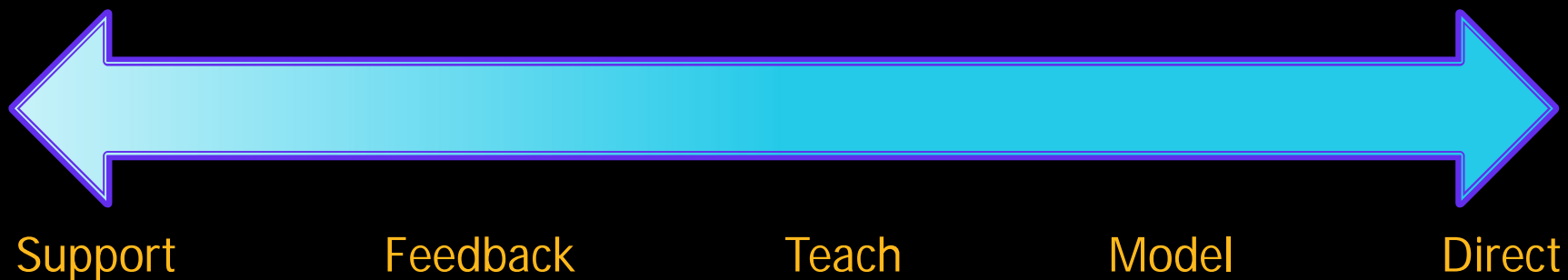
Can evaluate coach

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.aoec.com