



Coaching Mastery

Group Supervision 2



Agenda

Time	Activity
9.00 – 9.30	Checking in... Constellating the coaching space review Where are you now in your coaching practice? What do you need from today?
9.30- 9.50	Coveys circles of Influence
0950 - 1000	Behind the Back / Greenhouse Technique
1000 – 11.15	Supervision groups – Behind the Back supervision (25mins each)
11.15 -11.30	Integration reminders - logistics of hand in's and integration agenda



Checking In

How are you feeling about your coaching?

What do you need from today?



Constellating the Coaching Space – Reviewing your practice



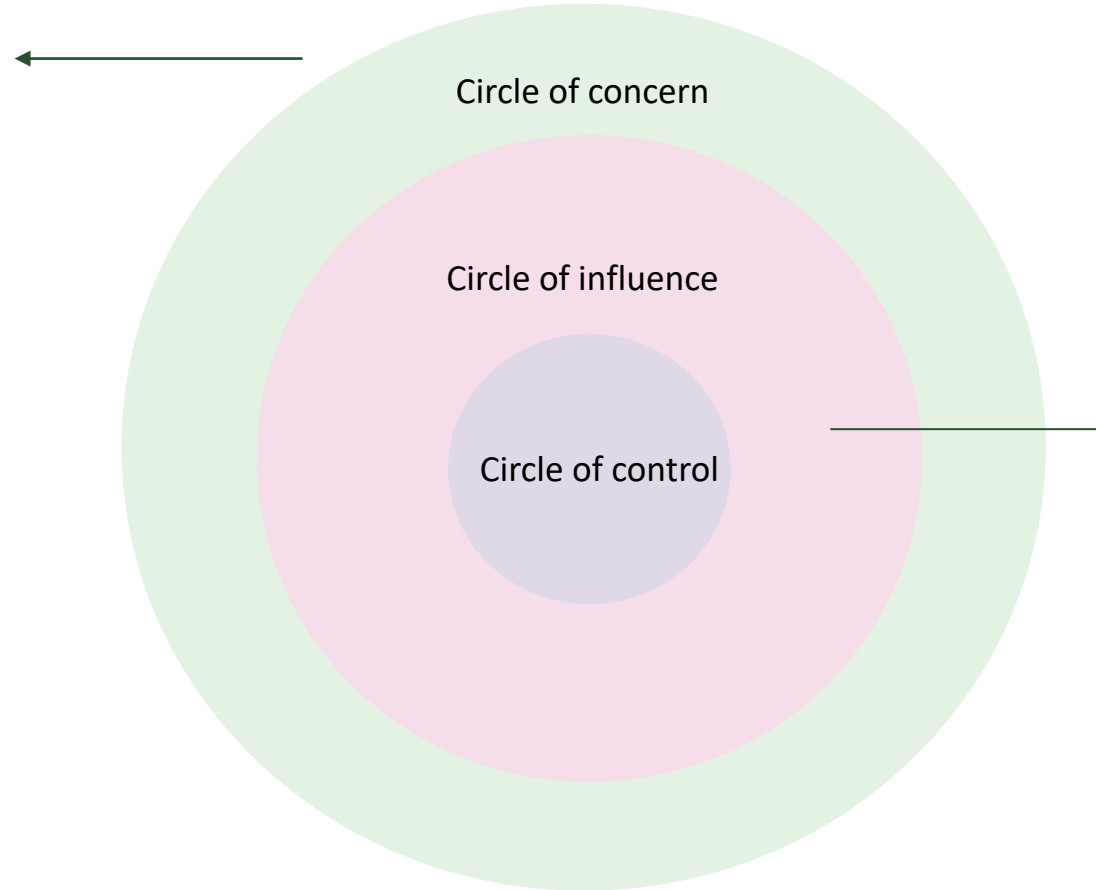
Our circle of influence

Things we care about & that impact us:-

- Communities
- Political decisions
- Behaviour of others
- Weather

However, we have little or no control over them and our influence decreases

Reactive – “victim mindset”



Focus on things within our control & extend our influence:

The more proactive energy spent here ...the bigger this gets

Focus your energy where it counts

From: 7 Habits of highly effective people – Stephen Covey



Behind the Back / Greenhouse Supervision Technique

1. This is a simple method to generate new insights and thinking for the supervisee
2. This technique is best used after some information about the client and their circumstances have been discussed. The group needs to have a 'real feel' for the situation being brought. Can ask clarifying questions
3. Supervisor asks the supervisee to sit with their back to the rest of the group / virtual sessions turn off their camera and go on mute to simply listen whilst group members talk over what they have heard.
4. As far as they can, the group are 'pretending' that the supervisee isn't there. (Respect combined with honesty is key)
5. The group members are thinking out loud. They may be wrong because they are in many ways speculating, but they are sharing their thinking at that point.



Details of Technique

- The supervisee brings the coaching topic/ issue they would like to have discussed
- Peers can ask clarifying questions
- Supervisor asks “What would you like to hear discussed?” to help shape the discussion that will be most useful to the supervisee eg I’d like to hear what I have done well so far/could do next OR I’d like to hear what picture people have of this coaching relationship
- Supervisor asks supervisee to turn their chair round so their back is to the rest of the group/ or if online turn their camera off and goes on mute
- Group speaks in turn by thinking out loud – “I wonder if X might be going on? I wonder if they had thought about Y”
- When the discussion has finished, ask the supervisee to rejoin the group + ask them “How that was for you?” “What has come up for you?”



Supportive stepping stones to integration



Evidence	By when	Provided to
Recorded zoom or teams coaching session and transcript with your critical reflections on 30 minutes of your choosing from the session	May 10 th - 5pm	Supervisor via 'wetransfer'
Summary of your learning (2-3 Pages of A4) over the whole course	May 22nd – 5pm	EMail to Supervisor
Case study of one coachees programme (1000 words) plus a table of AC competencies and how you evidence your use of them	May 22nd – 5pm	EMail to Supervisor
CPD 70 hours – provided with key learnings for each piece	By 1st thing on Integration day (before would help us!)	Email to Supervisor
Coaching hours 40	By 1 st thing on Integration day (before would help us!)	Email to Supervisor
Coaching Approach/Philosophy presentation – 10 mins	For Integration day	



Integration Agenda

	Integration Structure June 5 th
8.30	Arrive for 9.00 start
9.00 – 9.30	Open Frame – reflections on Day 1
9.30-11.00	Coaching philosophy presentations (10 mins) in supervision groups x 3 Incl feedback
11 – 11.15	COFFEE
11.15 – 12.30	5 Destination Walk – your future
12.30 – 13.15	LUNCH
13.15– 13.45	Future visualisation
13.45- 14.15	Supervision and personal accreditation beyond the programme
14.15 – 14.45	Course Feedback
14.45 – 15.15	Appreciation Booklets Champagne + Certificates
15.30	Afternoon tea

