



Fields of  
Learning

# Coaching Mastery 23

Group Supervision 1

# Agenda

Time	Activity
09.00 – 09.30	2 word check in: summarizing your coaching to date
09.30- 09.45 09.45-10.00	Why Supervision? Overview of the 7-eyed supervision model
10.00 – 11.15 Break Out Supervision Groups	Fishbowl supervision - 25 mins each (which eyes are focused on)
11.15 – 11.30	Cohort plenary & prep for Mod 3



# Working toward Coaching Mastery

2 word check in summarizing your coaching to date

Coaching is a practical strategy and an emotional connection to help coachee's achieve the outcomes they identify for themselves

The outcomes may be about perceptions and beliefs as well as observable behaviours and concrete actions

Coaching leads to insight, discovery and forward movement in alignment with the uniqueness of the individual, their understanding of the world, their values and preferences

Relationship is the foundation of this success

**Mastery is Being over Doing**

*Jenny Bird – The Art of Coaching; Handbook of Tips and Tools*



## 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.’

Nick Smith

‘Supervision of coaching is like climbing up a tall tree or standing on a hilltop looking out over the sea and landscape around us. It is also like polishing a mirror that has become fogged with activity.

It is also like revisiting our truest self from which our best coaching emerges.’

Sam Magill

‘The process by which a coach with the help of a supervisor, who is not working directly with the client, can attend to understanding better both the client system and themselves as part of the client/coach system and therefore transform their work’

Peter Hawkins



## Why Supervision?

- The coach's development
- A degree of protection to the client
- A source of continuous professional development (CPD) for the coach
- It can have a degree of mentoring in the mix
- It can de-construct coaching relationships and the challenges and dilemmas they entail
- It can identify different perspectives to offer fresh learning and insight
- It is the only place, outside of the relationship with a coachee, in which it is ethical to discuss and work with the content of your coaching sessions – you will contract for this with your coachee
- Things come up in coaching that are worthy of further consideration, and that alone we are unlikely to make the progress or achieve the learning that we will with a supervisor.
- The supervision relationship is there to provide ethical help and appropriate support to take difficult issues forward.
- It is also a place to celebrate your successes



# Supervision and Accreditation

For A/C Foundation Coach / Foundation Executive Coach, you have to be able to demonstrate that you have spent a minimum of 3 months in supervision at the time of application.

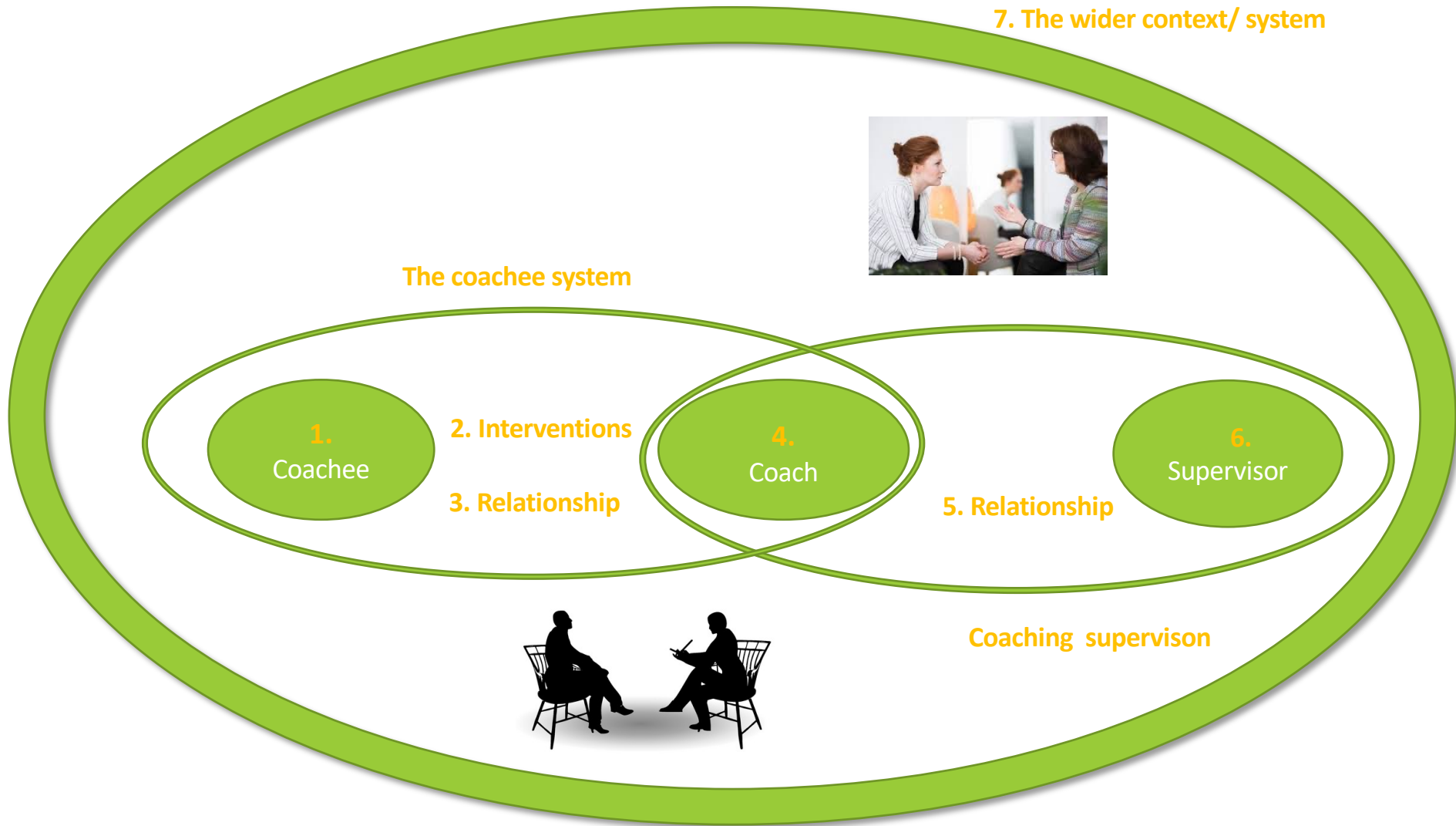
A suggested ratio of 1:15; ie 1 supervision hours for 15 hours of coaching – 6 supervisions for 90 hrs coaching

Demonstrate 1 or more of below

- One-to-one coaching supervisor to coach
- One-to-one peer coaching supervision
- Group coaching supervision
- Peer group coaching supervision

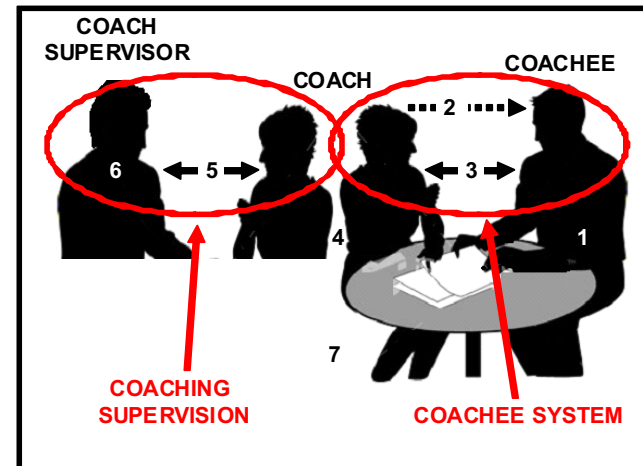


# 7 Eyed Supervision Model



## 7- Eyed Model of Supervision (Peter Hawkins and Robin Shoher's)

- 1. The coachee** – the focus is on coachee's situation – the topic the coachee wants to explore, how they present the topic and the choices they are making
- 2. The coach's interventions** – the focus is on the kinds of interventions the coach has made, the rationale for them, and what else could have been done. This focus may be especially valuable for novice coaches who are consolidating their core skills.
- 3. The relationship between the coach and coachee** – the focus is on the dynamic between them, or on what is going on both at a conscious and unconscious level; it can offer a mine of information that can assist in understanding the deeper, underlying processes, which affect the outcome of the coaching. By paying attention to this part of the system, the coach can stay true to the contract, and learn to tune in accurately to the detail of the coach-coachee interaction.
- 4. The coach** – the focus is on the coach's experience, providing an opportunity to become more self aware and so deepen the learning about how to use their full potential, and about what is getting in the way of that happening.
- 5. The parallel process** – the focus here is on the relationship between the coach and the supervisor; this is a valuable perspective as the dynamics that are present in the coach-coachee relationship can be played out within the supervisory relationship. When this happens, the coach and supervisor learn together what it is like for the coachee to be in a relationship with the coach; it can reveal what the coach has absorbed from the coachee system.
- 6. The supervisor's own reflections** – the focus on the supervisor's experience of the coach in the supervision meeting and how this can be used to shed light on the coach-coachee relationship.
- 7. The wider context** - the focus here is on the wider organisational, social, cultural, ethical and contractual context within which the coaching is taking place





# Suggested Questions for the 7 different modes or eyes

## Mode 1: The client - Bring the client into the room

Identify what and how the client presents. Look for raw data and what is apparently being added or edited by the coach. Notice what is being assumed by the coach, notice judgments made, throw away lines.

- How did the client first present themselves?
- Describe the client – physical appearance/how they are in sessions
- How did the session start?
- What are the client's language, metaphors and images?
- What is their story of how their life is? How do they present that story?
- How did the coaching come about?

**Mode 2: Coach Interventions - What has the coach already tried by way of interventions.** Notice either/or language. Supervisors don't offer alternative options initially, but instead, help the coach to understand their own thinking.

- What interventions have you tried so far?
- How did you introduce those?
- What were your reasons for doing those things?
- Where did you think that intervention was leading you?
- What has worked, not worked?
- What are you looking to do next with this client?
- What other options do you think may be valuable?
- Recall a situation where you were at an impasse or choice point with the client. What were you noticing?

## Mode 3: The Coach – Client relationship: What is the relationship/chemistry between the coach and client?

- How and why did this client choose you?
- What is good about the relationship?
- How has the relationship developed over time?
- What do you notice about the nature of this relationship?
- What patterns exist in this relationship?
- What sort of relationship might you have if you met in other circumstances? What sort of dance is this relationship?
- If you were both cast away on a desert island what would happen?
- What would the client say about the relationship?
- What is going on which is not being said?
- What do you think may be getting in the way of a really productive relationship? What needs to shift?

## Mode 4: The Coach: How is this work affecting the coach? What is being stimulated in the coach? (unaware reaction)

- What happens for you when the client does or says .....
- How do you feel about to this client?
- What do you really want to say to this client?
- What do you think about this client as a person?
- Who does this client remind you of? (Similarities and differences)
- What does the client's situation remind you of?
- How do these thoughts and feelings play out in the relationship?
- What might you be inappropriately attributing to this client?
- What needs to change to affect a shift in the client/coach relationship?



# Suggested Questions for the 7 different modes or eyes

## **Mode 5: The Supervisor – Coach Relationship & parallel process** - What is going on in the supervisory relationship?

- How do you feel about how we are working together around this issue?
- What do we need to attend to here to make sure supervision works well?
- What is happening between us that happens between you and the client?
- What 'dance' is happening here between coach and supervisor?
- If this wasn't a supervisory relationship what would it be?
- How and why did the coach choose you as supervisor?
- Notice what you are thinking to yourself about this relationship.

## **Mode 6: Supervisor self-reflection** - What is the internal experience of the supervisor and how can it be used

- What is happening for me as supervisor right now? What am I aware of?
- What am I feeling now? What emotions am I experiencing now?
- What would be helpful to share with the coach? E.g. *When you talk about this client, I feel a sense of frustration that you have with your client. How do you react to that? I'm getting a sense that you want to tell me something but are unsure if you should say it?*

## **Mode 7: Wider system** - What's happening in the wider context? What else needs to be considered?

- Who are the other important stakeholders? What is their influence here?
- What other pressures operate here to contribute to this situation?
- What needs to be connected that is currently disconnected?
- Where does this fit with other wider issues faced?
- What values and assumptions has the client described operating in the organisation? What are the values and accepted behaviours?
- If the coachee's issue were not personal to them but being caused by outside influences, what are the sort of influences that might be causing the situation?



## Fishbowl Group Supervision Break Out Rooms – 25 minutes each

Helen: Colleen / Sally

Sue: Gail / Sharon / Tom

James: Faye / Julia



# Supervision Process

1. Each in turn presents a coaching issue 3 mins, max 5 mins
  - This is the headline of my topic for supervision
  - This is motivating me to bring this topic to the session
  - This would be a good outcome for me from looking at this
2. The helping team (other coaches in the group) asks questions to clarify and explore the case-presenter's story.
  - What I'm curious about is .....
  - I was wondering what you thought about .....
3. Offerings. The helping team each offers one idea to the case-presenter to help the case-presenter think about what to do next.
  - The case-presenter simply listens and makes some notes re offerings
4. Affirming. Each member of the helping team tells the case-presenter briefly what he, or she, is most impressed with about their presentation
  - What has the case presenter learnt / reflected on?
6. Closing. The helping team each says what they have learnt about themselves or their coaching from supporting this case-presenter.



## Mod 3 Programme: Digging Deeper

Timings 0900 - 1730	Topics
Day 1	<p><b>Noticing at a deeper level:</b></p> <p>Icebergs in supervision groups Time to Think technique Listening for what?</p> <ul style="list-style-type: none"><li>- Pattern spotting</li><li>- Process vs content</li><li>- Limiting + enabling beliefs</li><li>- Feedback &amp; Challenge in coaching</li></ul> <p>Pitfalls in coaching</p> <p>Supervision support &amp; reflective journals</p>
Day 2	<p><b>Enabling greater client choice:</b></p> <p>Maps of the world Perceptual positions Noticing Language Values based coaching Pulling it all together - Free coaching</p>



## Module 3 pre-work:

- ✓ Complete Icebergs and bring to mod 3 day 1
- ✓ Your honed purpose statement and bring to mod 3 day 1
- ✓ Clarity re your top 3 values and bring to mod 3 day 2
- ✓ Watch the Nancy Kline 'Time to Think' videos (Mod 3 portal)
- ✓ Reflection journal – we will collect these on the evening of the first day
- ✓ Download the handouts (print if your preference to do so) will be ready 1 week prior to the module

## Ongoing Progress :

- ✓ Continue coaching sessions with your coachees
- ✓ Continue your reading / CPD – see material on portal and additional coaching reading, podcasts, videos
- ✓ Check in with your buddy / supervision group

