

Coaching Supervision

What is Supervision?

Coach Supervision is a formal arrangement where coaches discuss their work with someone who is equally or more experienced in coaching. It provides a confidential framework in which the process, practice and challenges of coaching can be explored.

The main aim of supervision is to enable the practitioner to gain ethical competency, confidence and creativity so that they can provide their clients with the best service possible.

It involves reflecting on work done in the past in order to influence practice in the future.

Why is it important?

Supervision has three important elements:

1. Qualitative

It provides quality assurance of the practitioner's practice. Helping to maintain high standards and thus protecting clients.

2. Developmental

It facilitates the personal and professional development of the practitioner.

3. Restorative

It provides practical and emotional support for the practitioner.

What are the benefits of supervision?

The benefits of regular supervision include:

- Ensuring the best interests of the client are upheld
- Ensuring ethical standards are adhered to
- Monitoring coach / client relationships to maximise effectiveness
- Making greater sense of difficulties thus diminishing barriers to effective coaching
- A feeling of being valued and supported
- Greater insight into complex issues
- Increased confidence
- Increased flexibility
- Increased capability

What do the Professional Bodies say about supervision?

Supervision is now recognised as an important part of the continuing development of coaches and is recommended by all professional coaching bodies. The Association for Coaching's code of ethics requires that coaches have 'regular consultative support for their work' and has defined the minimum requirement for its members to be one hour per month.