

Growing Together: Group Supervision for Coaches

Duration: 6 days

Audience: Coach

Who is this training for?

Internal or external coaches, leaders, professional coaches offering personalized support for executives and business leaders and/or group coaching.

Training objectives

- To promote the professional and personal development of coaches.
- Deepen the practice of coaching through exchange, reflective feedback and supervision.
- Strengthen posture, ethics and mastery of coaching tools.
- Create a vibrant and caring community of practice.
- Open the "eye of the beginning" to: co-create the intimate relationship by establishing an intervention framework where protection, permission, confrontation and recognition of talents are linked.
- Activate the third ear of circular listening, the one that hears every reaction of team members, every silence, every movement, beyond words.
- Dare to practice systemic feedback with humor based on specific facts, instead of criticism or brutal judgment, while offering options for evolution for the team.
- Use metaphors, projective and symbolic supports to facilitate the emergence of renewal, only the intention, linked to the results expected by the team, allows the coach to choose his "tools" by linking meaning and action.
- Be tactical in the moment with the intuition of the right and strategic action in the unexpected in the face of the future, whatever it may be. Use your mistakes as sources of information and tests to transform.
- Dare to offer to have team members debrief their communication and operating process rather than position themselves in Knowing in team coaching.

Summary

Individual supervision allows you to benefit from a space-time that creates learning in the service of your evolution and your practice as a coach. This supervision facilitates the opening to new fields of consciousness. Its ambition is to give everyone the opportunity to be more aware of the different levels of demand from their customers and to be able to enlighten them more accurately. Supervision is the guarantee of professionalism in the coaching profession. Our coaches are experienced and trained in supervision and are there to facilitate the coach's reflection and challenge their perspective on their work, clients and sessions.

Course outline

The content of each session is determined by the emerging needs of the participants and the real cases they bring to the meeting. The session opens with a round table where each coach names his or her state and introduces his or her situation — context, issue and supervisory issue. The group then explores the case together through a collective questioning nourished by the crossed perspectives of peers. Supervision also offers a space for methodological and theoretical enlightenment that promotes the integration of what each case reveals about the practice of each person. The session ends with an individual commitment where each participant names a concrete learning and an intention to be implemented.

Approach and methodology

The collective supervision sessions take place according to the concrete cases brought by the coaches, and allow a cross-disciplinary and shared view of the different practices. We will propose to participants to practice collective supervision as a learning network by exploring in the form of prototypes, experiments to learn together and strengthen their practice of constructive feedback by integrating the paradox of change/non-change. We will be able to alternate sessions of: supervision in the aquarium, mentoring on the methodology and engineering needs of the participants, and complementary contributions to deepen one's coaching practice. Group limited to 8 people for one speaker.

Prerequisites

- Have completed a cycle 1 or 2 coaching training.

- A preliminary orientation interview is necessary to validate your registration.
- For coaches trained in another school, proof of their curriculum will be required.
- Have individual, collective and/or organizational coaching missions.

Recommendations

- Training or experience in professional coaching (certified or ongoing)
- Active practice of individual or team coaching
- Openness to reflection on one's practice and personal development
- Ability to share and receive feedback in a group setting
- Interest in the continuous improvement of coaching skills