



Coaching and Mentoring Super-Vision in the workplace

Super-Vision is a formal arrangement for Coaches and Mentors to reflect and review their work with an experienced third party who is **qualified** in the Super-Vision process.

The three objectives of effective Super-Vision are: Support, Development and Management (Kadushin 1976). A fourth key element is to ensure Protection for the client.

We refer to the process as 'Super-Vision' to highlight the focus of the process as being one of taking an overview, as opposed to a primarily managerial function.

What are the benefits to the coach?

- ✔ Helps coaches to better reflect on their work
- ✔ Provides support in a challenging and sometimes lonely role.
- ✔ Encourages continuing professional development (CPD)
- ✔ Assures and enhances the quality of the coaching and mentoring process.
- ✔ With group super-vision, work is opened up to peer scrutiny and shared learning

What are the commercial benefits?

- ✔ Ensures that the coach's work and approach is aligned with organisational needs.
- ✔ Gathers information about organisational behaviours and mood.
- ✔ Manages ethical and confidential boundaries.
- ✔ Identifies themes which can inform organisational thinking.

LeaderShape's Super-Vision Process is based on the Seven Eyed model developed by Peter Hawkins of Bath Consultancy Group. This is widely regarded as the gold standard for all those who work in the helping professions.

Professional Super-Vision is now seen as being quasi mandatory for all Coaches and Mentors and should form a part of the CPD process recommended as best practice by the European Mentoring and Coaching Council, to whose Code of Conduct LeaderShape subscribes.

I have found your experience, wisdom and objectivity to be extremely valuable. In addition to the value of talking through problems and issues with you, I have found it beneficial because you are able to discern things I have not become aware of - as is often the case with super-vision!
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LeaderShape are passionate about Coaching and Mentoring. In order to deliver the best service to our Clients all active Faculty Members regularly take part in group Super-Vision sessions. We also participate in the London Super-Vision Group, which comprises a select number of Senior Coaches from different backgrounds and organisations thus providing a wide range of experiences.

Super-Vision is not a comfort blanket but a dynamic relationship whereby the Supervisor can hold the space for Coaches or Mentors to test and strengthen interventions which can raise their Clients' game.

- ✔ Be a trusted advisor
- ✔ Facilitate the exchange of ideas
- ✔ Help with being "stuck"
- ✔ Restore and lift confidence
- ✔ Deal with transference