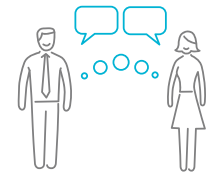


# COACHING SUPERVISION

*A structured formal process for coaches to improve the quality of their coaching*



## WHO IS IT FOR?

For coaches, independent consultants and therapy professionals.

## FOR WHAT PURPOSE?

As with most professions dealing with accompaniment, professional coaching implies the recourse to a supervision process.

It involves a process of growth, ethics, and professionalism in the coach, to serve the coachee.

## HOW DOES IT WORK?

Supervision involves a permanent mechanism to which the coach resorts at sufficient, regular intervals, that is within the same framework of confidentiality.

The supervision can take place:

- › in the context of a dual relation with the supervisor (individual supervision)
- › and/or within a group with a supervisor (collective supervision or group supervision)
- › in French or in English

Supervision relies on a specific contractual approach: a supervisor does not have any other role vis-à-vis the coach, whether that of trainer (in coaching or otherwise), therapist, peer, colleague or associate.

## CHOOSING YOUR SUPERVISOR

We believe that experience and seniority are not enough to become a good supervisor. Self-assessment is not deemed a satisfactory approach.

The EMCC has developed and continues to develop standards of quality for coaches and now also for coach supervisors, and for the training of coach supervisors.

A school having obtained the ESTQA (European Supervision Training Quality Award from the EMCC) has certified all our supervisors.

We are founding members of the PSF, the Professional Supervisors Federation.

## WHAT IS SUPERVISION?

“The process by which a coach, with the help of a supervisor, can reach better understanding of both the client system and themselves as part of the client-coach system, and by so doing transform their work and develop their craft.”

*Hawkins and Smith, 2006*