



WELCOME! PLEASE INTRODUCE YOURSELF IN THE CHAT BOX

ATDNYC, CCoE and NYC-ICF present:

COACHING SUPERVISION

WHAT IS IT REALLY ALL ABOUT?

Presenting: Alison Hodge, Dprof
Global Coaching Supervisor



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MEET OUR PRESENTER:

Dr. Alison Hodge
Global Coaching Supervisor



Alison Hodge 

COACHING SUPERVISION – WHAT IS IT REALLY ALL ABOUT?

Who am I?

- Executive Coach and Coaching Supervisor
- Based in London, UK
- I work globally as a supervisor with both internal and external executive coaches
- Constantly curious about:
 - Complexity and demands of executive coaching
 - How coaches support themselves
- Engaged in my professional doctorate in Coaching Supervision from 2008-2014

POLL: ARE YOU IN A COACHING SUPERVISION RELATIONSHIP NOW?

- YES
- NO
- SOMETIMES

POLL:
WHAT QUESTION ARE YOU MOST CURIOUS ABOUT TODAY:

- What is coaching supervision?
- What purpose and benefits can be gained from coaching supervision?
- What are the models of supervision?
- What does coaching supervision involve?
- Who should engage in supervision?
- What are the different types of supervision?
- What are the differences between supervision & other development & support interventions?

Definition of Supervision

- *A co-created learning relationship that supports the supervisee (coach) both personally and professionally and seeks to support them in providing best practice to their client. Through the process of reflection and dialogue, the coach can explore client related issues and at the same time, consider how they themselves influence and impact on the coaching. The supervisee can review and develop as they re-energise themselves through the process of attending to their emotional and professional well-being and growth. Through the relationship and dialogue, the coach can receive feedback, broaden their perspectives, generate new ideas and approaches, and maintain standards of practice (Hodge*

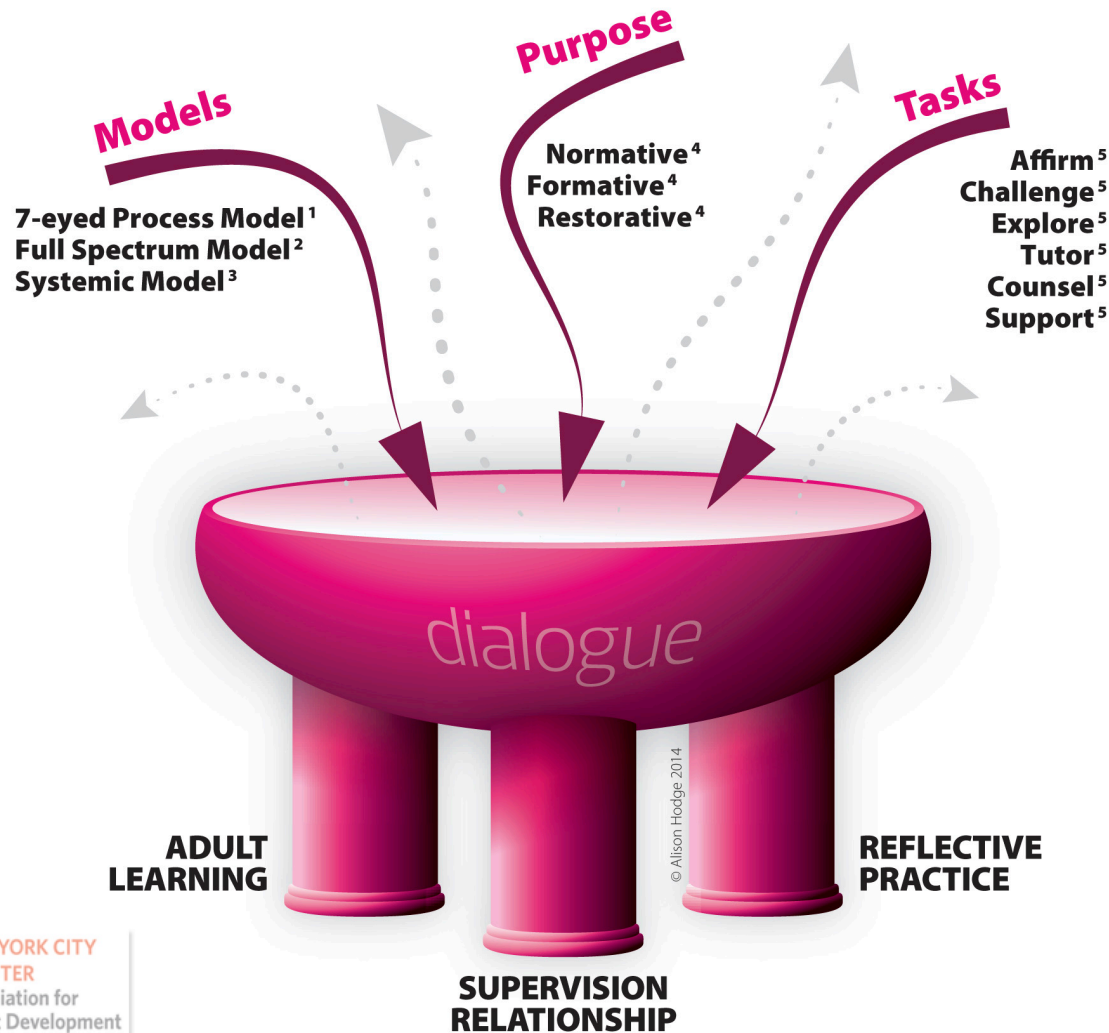
POLL:
AS A COACH, WHICH OF THESE ELEMENTS WOULD BE MOST RELEVANT TO YOU RIGHT NOW?

- Reflection and dialogue about you and your practice
- Exploring client related issues
- Considering your impact and influence on your clients
- Re-energizing yourself and attending to your well-being

Purpose of Supervision

- Formative – Developmental (learning new tools & skills)
- Normative – Qualitative (attending to our professionalism and ethical practice)
- Restorative – Resourcing (attending to well-being and resourcefulness)
- Celebrating and honouring the work

Three Pillars of Supervision



Models

- 1: 7-eyed process model (Hawkins & Smith 2013)
- 2: Full Spectrum Model (Murdoch, Adamson & Orriss 2006)
- 3: Systemic Model (Gray & Jackson 2011)

Purpose

- 4: Derived from Proctor (1997)

Tasks

- 5: Derived from Carroll (1996) and Hawkins & Smith (2006)

POLL: WHO DO YOU THINK WOULD GET THE MOST FROM SUPERVISION?

- New coaches
- External Executive Coaches
- Internal Coaches
- Any coaches

What to take to supervision

- Issues which are pre-occupying or puzzling you right now, or you may be feeling stuck
- Share the good work you have done with a particular coachee - think about what worked and why
- Review an aspect of your work as a coach you would like to improve, for example ending a coaching contract
- Explore a specific coachee and the organisational system in which they operate – how they might be connected or not
- Any ethical questions that you're unsure about and what you are learning about yourself and how you are developing in terms of relational flexibility and fluency

Different types of supervision

This can depend on stage of coach development, learning needs, learning style

- One to one supervision
- Group supervision – from 2-6 people
- Peer supervision

- Telephone
- Virtual
- Face to Face

Coaching Supervision & Congruence with Action Research

- A co-created learning relationship
- Involves reflection on practice and client work
- Supports on-going development – personally & professionally
- Attends to emotional and professional well-being & growth
- The relationship and dialogue enables insight, awareness and learning
- Identifies new ways of working
- Attends to standards of practice

Findings from my doctoral research in 2012

- Acknowledged demands and challenges of executive coaching
- Value of supervision both personally and professionally
- Coaches' practice changes as a result of being in supervision
- Helped to keep them fit for purpose – can bring all of themselves
- 1:1 invaluable but not be-all and end-all
- Coaches need more than just 1:1 dialogue to keep themselves fit for purpose
- Coaches retain autonomy & motivation when it's voluntary
- Supervisee and supervisor have responsibility for the effectiveness



Coaching Supervision Research Project (2018)

Global participants, predominantly from the New York and the U.S. but also included participants from Australia, Saudi Arabia, the U.K., Europe, Kenya and beyond...

Key Findings & Common Themes:

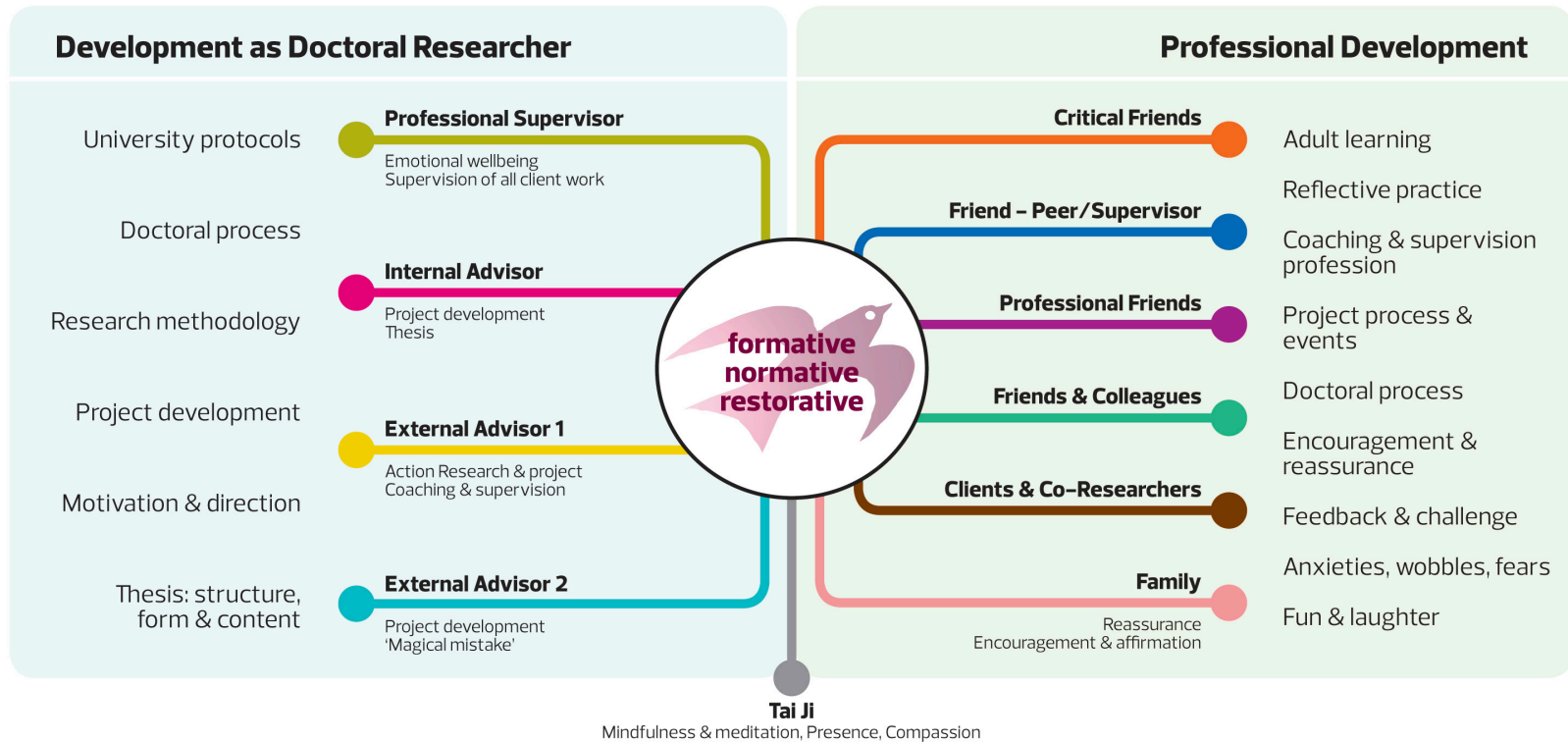
- ✓ Valued talking through, creating a connection, listened to
- ✓ Facilitated insights & new learning (research, frameworks, resources, tools & techniques)
- ✓ New, bigger systemic perspectives emerged
- ✓ Increased self awareness, understanding of self as coach & relationship dynamic
- ✓ Motivated & inspired to learn & Grow (Commitment to on-going learning and CPD)
- ✓ Built confidence as a Coach (understanding of inner self & experience)
- ✓ Positive impact on Coach, Coachee and Client Organization
- ✓ Internal coaches saw immediate impact & ripple effect
- ✓ Supervisors experience, qualifications and characteristics relevant

Reflections from Participants who engaged in the Research Project

- Deeper appreciation of their supervision
- Real value in sharing practice
- Felt affirmed, appreciated
- Discipline of post-supervision session reflections
- Reflections deepened their learning
- Participation affirmed the value of group as well as one-to-one supervision

KEEPING FIT FOR PURPOSE

MENTAL, PHYSICAL & EMOTIONAL WELLBEING AND RESILIENCE



And if you'd like to contact me...

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Research Publications

Doctoral thesis: Middlesex University e-repository (library).

<http://eprints.mdx.ac.uk/13707>

Seminal Paper: <http://ijebcm.brookes.ac.uk/documents/vol14issue2-paper-06.pdf>

Thank You!

Questions? – contact: Angela Wright, angelajwright@gmail.com

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Check the website for future events and webinars!

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atdnyc.org**





Making The Most Of Our Supervision: the purpose, the preparation and participation

WEBINAR: January 22, 2019

**COACHING CENTER OF EXCELLENCE
UPCOMING WEBINAR WITH ALISON HODGE**



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