

Diploma in Coach | Mentor Supervision

EMCC ESQA accredited

Modular Programme integrating ESIA



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Diploma in Coaching | Mentoring Supervision

Pre-Programme: Completion of personal profiling tools and guided reading

Social media 'hellos' – Personal Profiling – How this programme works

Module 1

Induction

What can I expect from the programme?

- Let's meet: Who we are and where we come from!
- Reflections from pre-course work | Diploma Portfolio
- Differences between coaching and supervision
- Identifying motivation to become a supervisor
- Introduce an 'Avatar' representing you as supervisor

Interim Practice – Mastermind Groups – Research

Module 2

What's coach | mentor supervision all about?

Why have Supervision?

What's new?

Growth in organisational coaching | mentoring

Challenges | Benefits of organisational coaching | mentoring

- Options for supervision delivery and what each achieves

Model of Supervision (Part One) + Skills Practice

Interim Practice – Mastermind Groups – Research

Module 3

Building your Supervisor Practice Toolbox

How do I do it? – Supervision in Practice

- What's new?
- "Working together Conversation" (Contracting): Part One
- Reflective Practice

Model of Supervision (Part Two) + Skills Practice

Interim Practice – Mastermind Groups – Research

Module 4

Demonstration

Demonstration of supervision:

- Opportunity for delegates to view supervision in action
- What focus did the supervisor choose in the session and why

General exploration of the session and shared review

Interim Practice – Mastermind Groups – Research

<p>Module 5 Guest speaker</p>	<p>Deepening your Supervision Practice: Typical sessions: Example: Ethical Dilemmas</p> <ul style="list-style-type: none"> • A practising supervisor share learnings from their client work • Case study of an organisational supervision programme <p>A supervision theory model illustrated</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 6 Developing Competence as a Supervisor</p>	<p>Developing Competence as a Supervisor</p> <ul style="list-style-type: none"> • Observed practice sessions with peer supervisors • Reflection <p>Developmental feedback</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 7 Adding to your Supervisor Practice Toolbox</p>	<p>More supervision tools and approaches</p> <ul style="list-style-type: none"> • What’s new? • Questioning tool <ul style="list-style-type: none"> • REFLECT model + CHANGE transformational tool <p>Skills practice</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 8 Supervisor / Supervisee relationship</p>	<p>The Supervisor and Supervisee perspectives</p> <ul style="list-style-type: none"> • Use of Self (Part ONE) • Relational Capability: <ul style="list-style-type: none"> ○ Working with Unconscious Bias ○ Transactional Analysis theory ○ Parallel Process <p>Observed Skills Practice</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 9 Supervisor Supervisee relationship</p>	<p>Systemic Supervision</p> <ul style="list-style-type: none"> • Systemic Influences: <ul style="list-style-type: none"> ○ The wider context ○ Taking a ‘helicopter’ view and holding multi-perspectives <p>Observed Practice Session</p>
<p>Interim Practice – Mastermind Groups – Research</p>	

<p>Module 10</p> <p>Developing competence as a supervisor</p>	<p>Developing competence as a supervisor</p> <ul style="list-style-type: none"> ● Observed practice sessions with peer supervisors ● Reflection ● Developmental feedback
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 11</p> <p>Expanding your practice</p>	<p>Group Supervision and Intervention:</p> <ul style="list-style-type: none"> ● EMCC Capability Indicators for Group Supervision ● Group Supervision Practice: <ul style="list-style-type: none"> ○ ‘Challengers and Defenders’ <p>Observed Group Supervision Practice session</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 12</p> <p>The Supervisor Supervisee Relationship</p>	<p>The Supervisor and Supervisee Perspectives:</p> <p>Heron’s Six Categories of Intervention Framework</p> <ul style="list-style-type: none"> ● Self-Assessment Questionnaire (for programme practice only) <p>Relationship Awareness:</p> <ul style="list-style-type: none"> ● Group Discussion ● Intrapersonal: How effective am I as a supervisor? ● Interpersonal: How conscious am I about what’s impacting on the supervision relationship? <p>Supportive: Wellbeing of the Supervisee</p> <p>Observed Supervision Practice session</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 13</p> <p>Developing your practice</p>	<p>Use of Self (Part TWO)</p> <ul style="list-style-type: none"> ● Transference and Counter Transference ● Multiplicity: Working with Multiple Selves <p>Observed practice session</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 14</p> <p>Developing competence as a supervisor</p>	<p>Developing competence as a Supervisor</p> <ul style="list-style-type: none"> ● Observed practice sessions with peer supervisors ● Reflection ● Developmental feedback
<p>Interim Practice – Mastermind Groups – Research</p>	

<p>Module 15 Executive reflection</p>	<p>Different perspectives</p> <p>Improving executive reflection</p> <ul style="list-style-type: none"> ● Executive reflection context and differences between coaching supervision and executive reflection ● Resources and tools ● Analysis of parallel processes and points of focus ● Case study discussion
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 16 Guest speaker</p>	<p>Supervision in Practice: Example: Attachment Theory</p> <p>Typical sessions:</p> <ul style="list-style-type: none"> ● A practising supervisor share learnings from their client work ● Case study of an organisational supervision programme <p>A supervision theory model illustrated</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 17 Guest speaker</p>	<p>Supervision in Practice:</p> <ul style="list-style-type: none"> ● Typical sessions: Example: Cognitive Behavioural Supervision <ul style="list-style-type: none"> ● A practising supervisor share learnings from their client work ● Case study of an organisational supervision programme <p>A supervision theory model illustrated</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 18 Developing Capability as a supervisor</p>	<p>Developing capability as a Supervisor</p> <ul style="list-style-type: none"> ● Observed practice sessions with peer supervisors ● Reflection ● Developmental feedback
<p>Interim Practice – Mastermind Groups – Research</p>	

<p>Module 19 Dimensions of Discovery</p>	<p>Environment – Symbolism – Emergent</p> <p>Environment:</p> <ul style="list-style-type: none"> • What resources are available to us beyond our 'comfort zone' working environment? <p>Symbolism:</p> <ul style="list-style-type: none"> • What new intelligence can we source from being playfully creative? <p>Accessing the wider field:</p> <ul style="list-style-type: none"> • Noticing what emerges through 'being' together <p>Observed Practice session</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 20 Guest Speaker</p>	<p>Deepening your Coach Supervision Practice</p> <p>Introduction to Team Coaching Supervision:</p> <ul style="list-style-type: none"> • How is team coaching supervision different? • What are the main features of team coaching supervision? <p>What additional competences do I need to be a team coach supervisor?</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 21 Springboard to Practice!</p>	<p>Portfolio Completion:</p> <ul style="list-style-type: none"> • Personal statement Part 2 Delivery • Gaining the accredited EMCC ESQA programme certificate and reviewing ESIA application • Convincing others of the benefits of supervision • Supervisor support networking <p>Continuing Professional Development</p>

For more information please email: Kirsty.money-osborne@blueskyinternational.com