Professionalise your coaching with regular supervision

- Choose from 1:1 or small group supervision

LOVE YOUR COACHING
more than just talking

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- Do you coach on a weekly basis?
- Do you reflect enough on your coaching with a fellow coach?
- Can you see the opportunities to continue improving your coaching?

Coaching supervision is the ideal place to bring your professional practice. It helps to raise awareness, both of your coaching skills and your own personal development.

Who is coaching supervision for?

Coaching supervision is for:

- **Qualified or practising coaches**
- **Coaches who work independently, or who coach as part of their day job**
- **Coaches who are coaching on a regular basis, i.e. weekly**

Most experienced coaches have a supervisor, and the recommendation is that you have one hour of supervision for every 30 hours of coaching that you provide.

How it works

A coaching supervisor is simply a coach, who has had additional training in the area.

Coaching supervision is not like traditional, hierarchical supervision. The supervisor does not operate as a critical friend, giving feedback and recommending that you coach differently from your current practice.

It is a partnership of equals, exploring your approach to coaching. Helping you to find your own coach identity.

After initial contracting, each supervision is a standalone event. As the coach/supervisee, you will choose to bring one or more of:

- A coaching case study to review
- An ethical issue or dilemma that you are facing
- A way of being as a coach that you want to explore
- An area of your personality, motivation or values that impact on your coaching

And together we will explore whichever you bring. The conversation will be collaborative and constructive, and not critical! It is not the role of the supervisor to decide whether you, as coach "did the right thing" or not. It is more about exploring the options from a number of different perspectives. This will help you to identify what influences your thinking, and your approach in any coaching situation.

Our supervision philosophy

We agree with the description by Hawkins and Smith about supervision (2013), that it has three purposes:

1.The Developmental function

Concerned with development of skills, understanding and capacities of the coach.

2. The Resourcing function

Providing a supportive space for the coach to process the experiences you have had when working with clients.

3. The Qualitative function

Concerned with quality, work standards and ethical integrity.
In practice, this means that you have the freedom to explore any of these areas within a coaching supervision conversation.

Benefits

There are plenty of benefits to engaging in regular coaching supervision. These include:

- The opportunity to explore, in general, your evolution as a coach
- The security from having a place to bring areas of concern or worry to reassurance in the case of ethical dilemmas or potential conflicts
- Learning from other coaches and hearing their perspectives on your own coaching
- And the opposite – you sharing your perspective on another coach's approach

What happens in each 1:1 session?

A typical 1:1 supervision will have these elements:

- A check on you, and a snapshot of your recent coaching
- A main focus (or two) for the session, chosen by you
- Deep exploration on the focus topic, with elements of coaching in it. As your supervisor, I will not be rushing to share answers or views
- Reviewing situations from as many different perspectives as is useful
- If relevant, I will share observations or alternative possibilities
- Some end of session reflections

Supervision, as with coaching, can be flexible, and each session will respond to your specific needs.

What happens in each group session?

Group coaching is similar to 1:1 coaching, with some slight modifications:

- The contracting is inter-group rather than just between coach and supervisor
- During each session one or two of the group will take turns to bring a topic to supervision. And the rest of the group, in addition to the supervisor, will support them with questions and observations

What about ethical difficulties

In some professions, such as social work, ethical dilemmas and conflicts of interest are at the heart of supervision. In coaching supervision, this area plays a part, but not a central one.

As coach, you can choose to bring any ethical dilemma that you have to supervision. We will explore it together, consider the implications from all perspectives.

If there is some mandatory guidance, or regulatory aspect that needs considering, we will share this. And in some cases, we may have to take the issue to my own supervisor for clarification.

Whatever the circumstances, knowing that you can explore ethical challenges in supervision is important.

Pricing

	Length of session	Frequency of session	Length of programme	Price per session
1:1 supervision, via Zoom	**75 minutes**	**Every 2 months**	**1 year, then review**	**£150**
Group supervision, up to 4 people, via Zoom	**90-120 minutes**	**Every 2 months**	**6 sessions a year, then review.**	**£100 per person per session**
Inter session support Between each session, feel free to check in via email or phone for any additional support. And in particular, if there are urgent matters, do get in touch with us.				

Love Your Coaching's team of coaching supervisors

We have a strong team of coaching supervisors as Love Your Coaching. All of our coaching supervisors have a few things in common, including:

- Have at least two coaching qualifications, one of which was with us at LYC
- Have a coaching supervision qualification
- And are all experienced supervisors in their own fields, prior to coming to coaching

And there is no doubt that everyone in the team is a passionate supervisor!

The quality of the team and the approach that we take is something that can be very reassuring. Coaches work hard and deserve to have a good, reflective space to review how they work. As supervisors, we are all interested in doing the best for our coaches, and to giving high quality support. We all work slightly differently, but to an equally high standard.

Please feel free to contact any of us, to find out which may be the most suitable supervisor for you.

Love Your Coaching's team of coaching supervisors

Charlie Warshawski

I am an experienced coach, coach trainer and supervisor, who leads on coaching supervision at LYC. My coaching career started in 2007 and coach training in 2012. My area of specialism is in helping coaches develop their practice in an ethical and outcome focused way.

My focus is always on helping people develop their strengths and overcome their challenges.

Supervision has been a good follow on to the coach training and mentoring work that I do. The joy of supervision is supporting coaches who are both new and experienced, as they focus on their practice.

My approach is reflective, gentle with the occasional challenge. I tend to share thoughts and ideas towards the end of a session, giving the coach space to come up with their own answers first.

My coaching qualifications include:

- ILM L7 certificate in coaching for senior executives
- International Coach Federation PCC level accreditation
- Coaching supervision Diploma (Oxford Brookes)

I studied for my coaching supervision qualification at Oxford Brookes university, under Tatiana Bachkirova and Peter Jackson. They have a highly reflective approach to supervision, which I found to be very useful.
And my own coaching supervisor is Eve Turner, who I meet with regularly, both for 1:1 and group supervision

"Supervision with Charlie is a really great experience. I have had some really fiddly coaching topics that I wanted to explore and enjoyed bringing them to supervision. Charlie gave me lots of time and space, asked good questions, held back from advice until near the end. And he made me feel fine about the worries I had. I was able to use what we discussed in supervision well in my coaching sessions."
J**enni Pryor, coach and coaching supervisor, Salvation Army**

Carole Bailey

I am a qualified executive coach and a qualified coach supervisor, holding an ILM L7 in both areas. I offer coaching and supervision, mainly (but not exclusively to health and social care staff.

By profession I am a learning disability nurse with 35 years experience of working within the NHS in Learning Disability nursing and leadership posts.

My aim has always been to ensure quality evidence-based practice through the effective development of individuals and teams delivering services. I demonstrate integrity, honesty, a respectful approach, fairness, and an ability to listen thoughtfully to the contributions of others, all of which influence my ability to gain the confidence and work effectively with individuals and teams.

As a coach and a coach supervisor, I am able to provide-

- 1:1 coaching and/or coaching supervision to senior leaders and clinicians across a wide range of fields of practice
- Coaching and supervision that will support personal and professional development
- Coaching and supervision to support leadership development across all levels of leadership, from junior to executive positions.
- 1:1 or group supervision

My approach to coaching supervision begins with the believe that the answers we seek are within ourselves and my role as supervisor is to accompany the supervisee as we explore, delve, experiment with ideas and reach a place where the supervisee feels able to take their thoughts and ideas forward into their practice. My style is one of reflection and respect.

“Carol uses questions to help me gain insight. She is naturally curious and challenging in a gentle yet thought provoking way.”
Sarah Baines, ILM level 7 coach

“My coaching supervision is an opportunity to reflect, reconsider and challenge my coaching skills. I found Carol to be supportive, non-judgemental and objective in her style of supervision.”
Amy Hobson, Nurse and ILM level 7 coach

George Callaghan

I am a Professor and senior leader in Higher Education and lead a transformational coaching programme in a large academic faculty. I am passionate about using coaching to empower and energise academic leaders.

I have worked as academic leader and manager for over 20 years, providing staff development to tutors, lecturers and senior lecturers. I research coaching in HE and have published papers and presented at international conferences on this emerging topic. I also provide coach training at my University and as part of commercial coaching teams.

I have developed an expertise in coaching academics, particularly around issues such as imposter syndrome, confidence building and promotion. I use a person centred style of coaching and reflective questions to co-create solutions and professional growth for his clients.

Amongst my qualifications, I hold:

- ILM Level 7 Certificate in Executive and Senior Level Coaching and Mentoring
- Diploma in Coaching and Mentoring Supervision (EMCC ESQA accredited).
- He is also an Associate Certified Coach with the International Coaching Federation.

Coaching supervision has added a new dimension to my coaching practice, and has enabled me to support the coaches within my university and elsewhere. The importance of supervision is that it helps them to develop best practice, explore ethical challenges and professionalise their coaching.

“Working with George has been a gift, both personally and professionally. It’s rare to get the opportunity to talk through thorny 3-dimensional issues in total confidence and I have found it incredibly helpful. His gentle rehearsal of the issues with thoughtful questioning and repositioning has enabled me reflect and develop strategies to get the best out of work which will last beyond the coaching phase. It’s also rare to have someone regularly ask about work-life balance, An important reminder.”

Steven Hutchinson, Director of Strategic Projects

Peter Hopkinson

I am an experienced and qualified coach and supervisor (ILM L7 in both coaching and coaching supervision) and have extensive experience of training others to become ILM qualified coaches.

With over 30 years in education my passion is to create challenging and rewarding learning environments for people to thrive in. I have been coaching since 2013, firstly in my role as a Headteacher and since 2019 as a freelance executive coach and consultant.

I have focused much of my coaching on school leaders, supporting them in being better leaders, enabling them to benefit from the transformational nature of a non-judgmental, non-advisory coaching approach.

I rely heavily on my own experience as a coach to provide supportive and insightful supervision. I adopt an 'ask first' approach to my supervision, encouraging and appropriately challenging my supervisees to reflect deeply on their practice. I will bring in my own thinking and insights only after this exploration and only if appropriate.

I can offer effective supervision that benefits both the standalone coach and those coaches working with an organisation.

I have an ILM L7 qualification in Coaching Supervision and studied with Love Your Coaching under the tutelage of Charlie Warshawski, their lead on supervision. Charlie also provides me with regular supervision.

"The supervision sessions with Peter have encouraged me to be more resilient and determined in challenging circumstances. I have used my colleagues as discussion partners and explored their thinking too and combined with supervision it has enabled me to ensure as many perspectives have been incorporated and thought about. This has led to the acknowledgement that I am the most qualified/capable person within the organisation to lead this."
Jane Hemmingway- Management Development Coach - Fareham Borough Council

Next steps for your coaching supervision

Book in for an initial chat with us to discuss how Coaching Supervision can work for you.

Our online diary is at https://loveyourcoaching.10to8.com

Or email: team@loveyourcoaching.com

Or call: : 01306 264026

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To your coaching success