

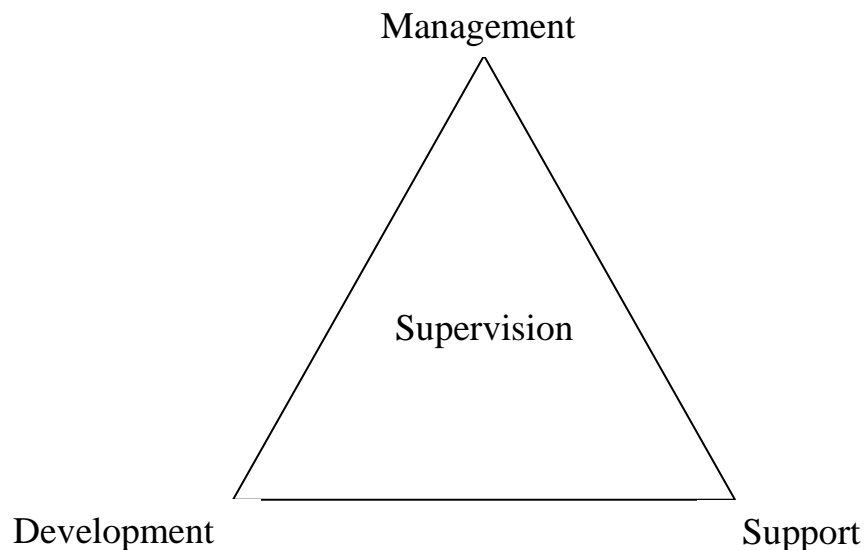
Excerpt from an article on the NHS London intranet for their internal coaches.

In supervision coaches are able to talk openly about their work and reflect on it. It's a safe space for exploration, questioning and growth. In supervision we can receive feedback and guidance, flex our ethical muscles, try out ideas and notice patterns. Supervision is often a place of great creativity. All this enables us to practice safely, resourcefully and confidently with our clients

Supervision allows coaches to:

- give attention to their own needs
- reflect on their work, identifying patterns, issues and development areas
- develop new awareness, insights and resourcefulness

Simply, supervision can be depicted as:



It must contain all three elements to offer the full range of professional support and assurance needed to create a vibrant context for coaching. The 3 corners might equally be described as normative, restorative, and formative. When all three elements are present the coach is empowered to

- Improve their service to clients
- Develop their professional awareness
- Be nurtured and supported in their work

Many coaches receive both individual and group supervision. Individual work ensures that we rigorously reflect on our own practice and are helped to notice patterns, skills and areas for growth. It is often a space for deep exploration at the point where the personal impacts the professional.

Group supervision gives us additional perspectives, creates synergy and offers insights into a greater range of experience and techniques. Supervision groups are usually great fun: participants experiment with different approaches, observe others working and have a chance to give and receive coaching, feedback and supervision in a spirit of mutual support and learning.

Both individual and group supervision support the coach to be a truly reflective practitioner and to give and gain more in their coaching.

As a coach I have benefited hugely from my own supervision in terms of professional breadth, daring and competence. As a supervisor I am privileged to be with others as they challenge themselves to work ever more effectively.

Jenny Bird : June 2010