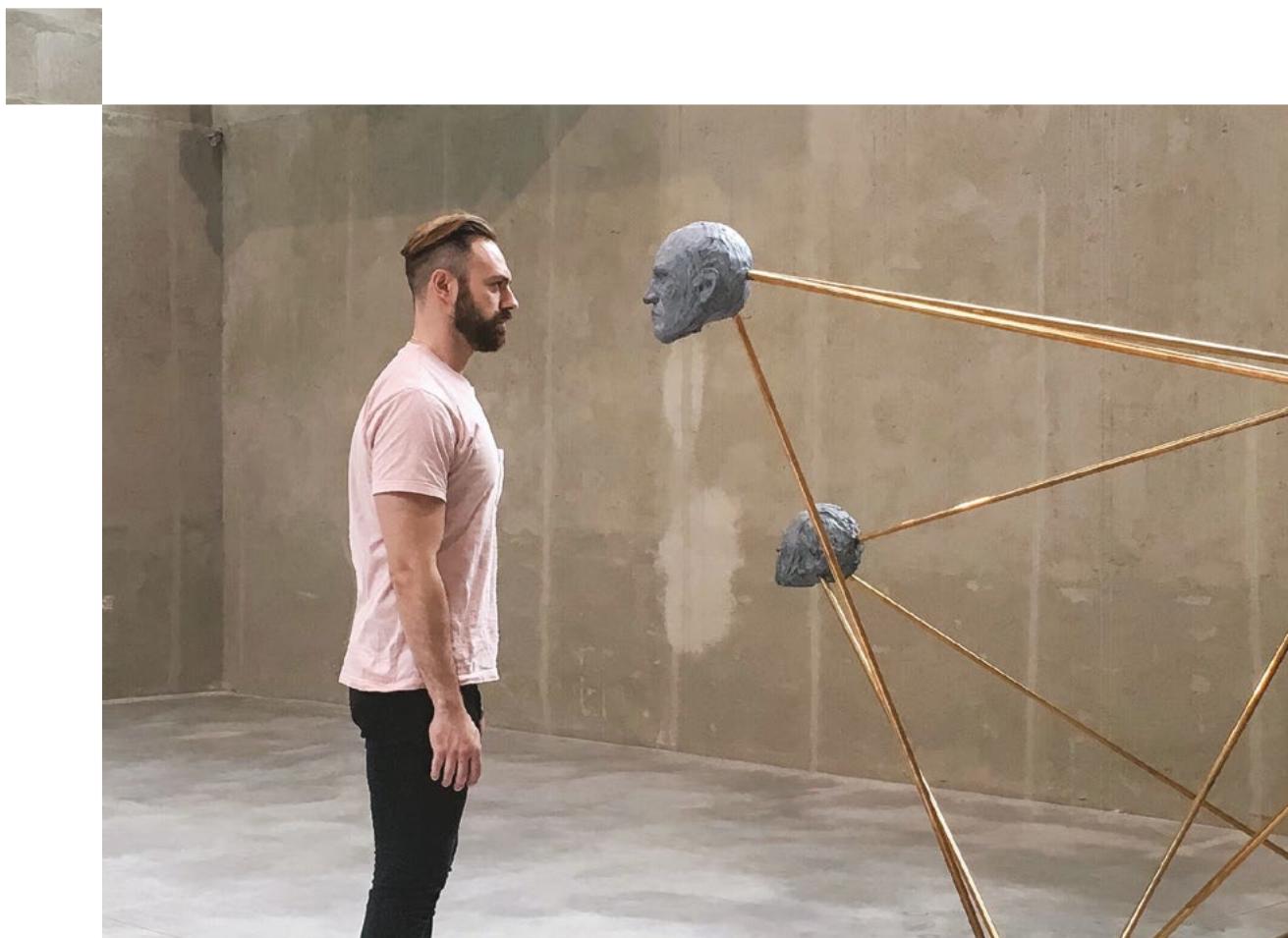
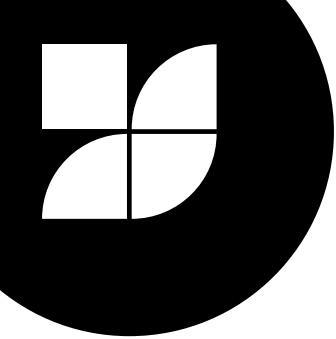




Accredited Diploma in Coaching Supervision





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OVERVIEW

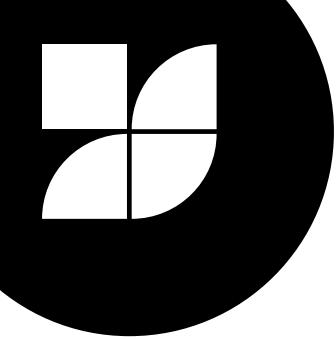
Designed for experienced coaches around the world, this fully-interactive, live virtual training provides the next step in your coaching career, enabling you to use your skills, knowledge and hard-won experience to support other coaches and contribute to the profession.

The Diploma in Coaching Supervision is an entirely virtual programme taking place in a small-group, online environment that mirrors in-person training but with shorter sessions. The virtual nature of the course enables you to take part from the comfort of your own home or workplace and makes this a truly global training programme.

The course combines teaching, discussion, case-studies, experimentation, practice, reading, reflection and real-life client work to ensure you develop the skills you need to supervise at the highest level.

In addition, it's accredited by the EMCC and the ICF making this one of the most prestigious of coaching supervision awards.

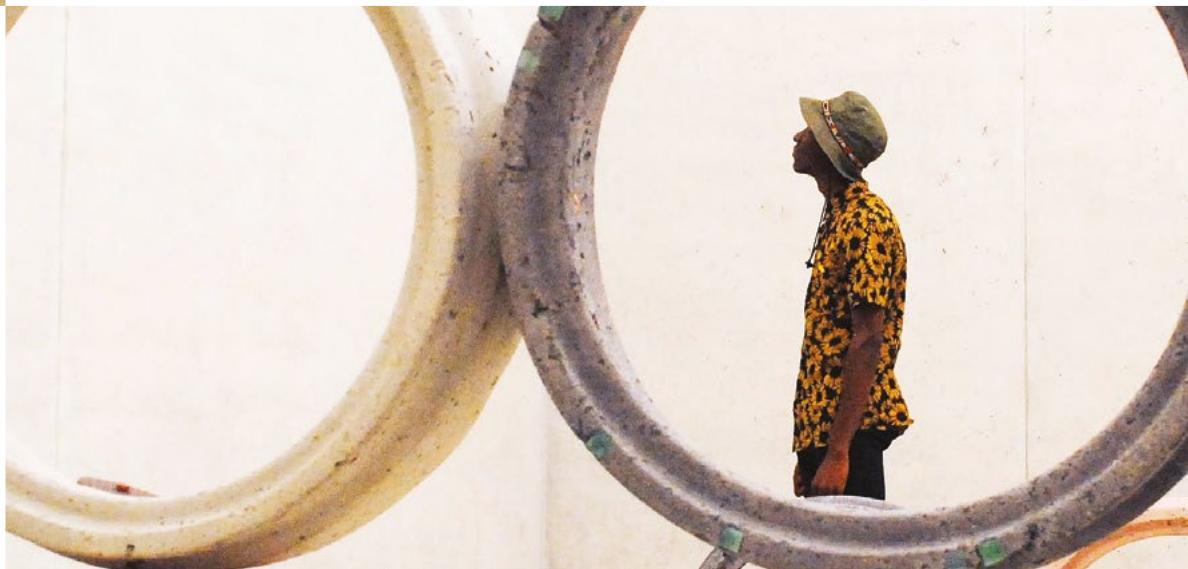
Taking place over approximately 8 months and featuring 20 live training sessions and 7 reflective practice sessions, the course will help you become a confident, highly-skilled accredited coaching supervisor.



COURSE STRUCTURE

The course can be seen as having 4 key elements:

- ✓ 4 Modules featuring 20 Live Training Sessions
- ✓ Reflective Practice Groups
- ✓ Course Work
- ✓ Assessment & Qualification



ELEMENT 1

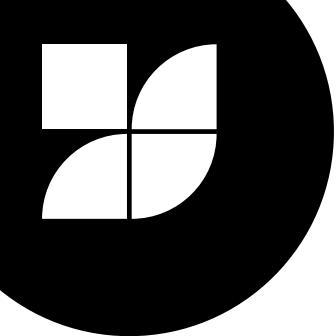
4 Modules featuring 20 Live Sessions

The heart of the course are the 20 sessions of 3.5-hour long live virtual classes, each of which explores a different aspect of, or approach to, coaching supervision.

With no more than 15 participants per course, the training sessions provide an intimate experience in which you'll get to know and work with peers and course leaders.

Each session consists of a mix of:

- ✓ Session Reading
- ✓ Skills and Content Presentation
- ✓ Breakout Practice, Experimentation & Exploration
- ✓ Group Discussion
- ✓ Observed Supervision & Supportive Feedback



ELEMENT 2

Reflective Practice Groups

5 x 2-hour supervision-of-supervision and reflective assessments

The main training group will be divided into sub-groups of 5 or 6 participants to form Reflective Practice Groups. These groups serve two main purposes.

Supervision-of-Supervision

Firstly, it serves as a safe, supportive and developmental space to explore the supervision you do with supervisees. The group engages in group supervision-of-supervision to support participants to unpack any challenges and actively connect the learning from the course to real-life supervision issues.

Not only does this enable a space to explore your supervision work but it also gives you a direct experience of group supervision, thus supporting Module 2 of the programme.

Practical Assessment and Feedback

Secondly, the Reflective Practice Group will be the space in which you complete a demonstration of supervision as part of your course assessment.

This means you will be able to complete your assessed session under supportive observation and receive constructive feedback from both the group supervisor and your peers.

The last 2 of the sessions of your Reflective Practice Group are dedicated to these assessments carried out as fishbowls.

ELEMENT 3

Course Work

In addition to the synchronous work done on the live training and Reflective Practice Groups, the course engages you in a range of learning to ensure that you embed your skills through practice and personal reflection.

This entails:

- ✓ Completion of 25 hours of client supervision practice
- ✓ Personal reading and study
- ✓ Submission of a reflective client case-study
- ✓ Submission of a personal research project

Completion of 25 hours of client supervision practice

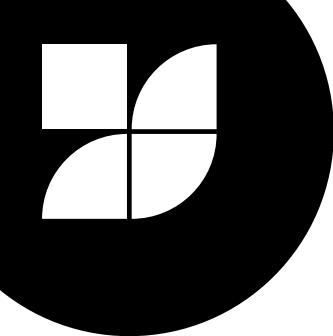
Starting from around week 5 or 6, you will start to work with supervisees outside of the training. These might be coaches from your workplace or sourced independently. As a sister school to a large coaching school, we are usually also able to facilitate coaches who wish to receive supervision.

Submission of a reflective client case-study

Reflective practice is a key part of being a supervisor and you will demonstrate your reflective skills through an essay that charts the journey you take with a supervisee exploring what you learned about yourself and supervision along the way.

Submission of a personal research project

Supervision is a fascinating and rich landscape to explore and there will always be areas that grab your interest more strongly. As part of the course you will complete a personal project to answer a question you raise for yourself. This will be your first true foray into establishing your own unique line of inquiry within supervision.



ELEMENT 4

Assessment & Accreditation

The final element of the course is the assessment and accreditation process which is described further below.

By the end of the course you will have completed:

- ✓ 80 hours synchronous learning
- ✓ 25 hours logged supervision experience
- ✓ Approximately 50 hours of asynchronous study and reflective practice

This will lead to the successful attainment of:

- ✓ ESQA - European Mentoring & Coaching Council
- ✓ 164 CCE - International Coach Federation of
 - which 76 are Core Competencies

Now you've understood the overall structure, let's look deeper into the individual sessions.



MODULES AND SESSIONS

Each module is a family of related training sessions, with each session being 3.5 hour-long, fully-interactive, virtual training.

Module One - Foundations of Coaching Supervision

Session 1 - Functions of Coaching Supervision

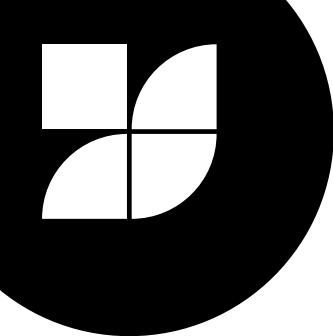
- ✓ What is coaching supervision?
- ✓ Supervision vs coaching vs mentoring vs teaching
- ✓ 3 functions of coaching supervision
- ✓ Heron's 6 categories
- ✓ Building the internal supervisor
- ✓ EMCC supervision competencies

Session 2 - Contracting for Success

- ✓ Contract Types
- ✓ Contracting Process
- ✓ Understanding the Psychological Contract
- ✓ Sills' Contracting Matrix
- ✓ Managing Breaches and Ruptures

Session 3 - Seven Eyed Model (Part 1)

- ✓ Setting Up the Supervision Relationship
- ✓ Session Contracting
- ✓ Hawkins' 7 Eyed Model
 - ✓ Eye 1 - The Client
 - ✓ Eye 2 - The Intervention
 - ✓ Eye 3 - The Coach/Client Relationship
 - ✓ Eye 4 - The Coach



Session 4 - Seven Eyed Model (Part 2)

- ✓ Here and Now vs There and Then
- ✓ De Haan's 4 Levels of Awareness
- ✓ Working with Parallel Process
- ✓ Hawkins' 7 Eyed Model
 - ✓ Eye 5 - The Supervisor/Coach Relationship
 - ✓ Eye 6 - The Supervisor
 - ✓ Eye 7 - The System

Session 5 - Additional Key Models

- ✓ Clutterbuck's Seven Coaching Conversations
- ✓ Johari Window for Supervision
- ✓ Beginning to Supervise

Session 6 - Supervision Dynamics

- ✓ Becoming Aware Of, and Naming, Dynamics
- ✓ Deference and Power
- ✓ Shadow and Shame
- ✓ Collusion & Confluence

Session 7 - Ethics in Coaching Supervision

- ✓ EMCC Code of Ethics
- ✓ Carroll's Ethical Maturity
- ✓ Conflicts of Interest
- ✓ Boundary Issues
- ✓ Use of Professional Codes

Module Two - Group Supervision

Session 8 - Group Supervision: Theory

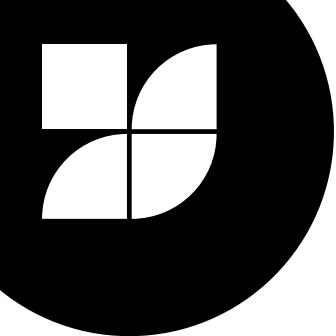
- ✓ Key Group Theory & Frameworks
- ✓ Holding & Exchange
- ✓ Understanding Group Dynamics
- ✓ Working with Group Dynamics in Supervision

Session 9 - Group Supervision: Processes

- ✓ Roles and Responsibilities
- ✓ Virtual vs In-Person
- ✓ Action Learning
- ✓ Positive Gossip
- ✓ Fishbowls

Session 10 - Group Supervision: Practice Issues

- ✓ Time Management
- ✓ Creating Focus
- ✓ Holding the Group In Mind
- ✓ Conflict and Disturbance
- ✓ Creating Closure



Module Three - Applied Theoretical Lenses

Session 11 - Solution-Focused Coaching Supervision

- ✓ Brief History & Theoretical Underpinnings
- ✓ Working with What's Working
- ✓ Scaling & Small Steps
- ✓ OSKAR
- ✓ The Miracle Question in Supervision

Session 12 - Positive Psychology in Coaching Supervision

- ✓ Brief History & Theoretical Underpinnings
- ✓ Supervising with PERMA
- ✓ Working with Strengths
- ✓ Finding Flow

Session 13 - Transactional Analysis in Coaching Supervision

- ✓ Brief History & Theoretical Underpinnings
- ✓ Ego States & Transactions
- ✓ Games & Racketing
- ✓ Discounting
- ✓ Games Supervisors and Supervisees Play

Session 14 - Psychodynamic Coaching Supervision

- ✓ Brief History & Theoretical Underpinnings
- ✓ Transference & Countertransference
- ✓ Projection & Projective identification

Session 15 – Systemic Coaching Supervision

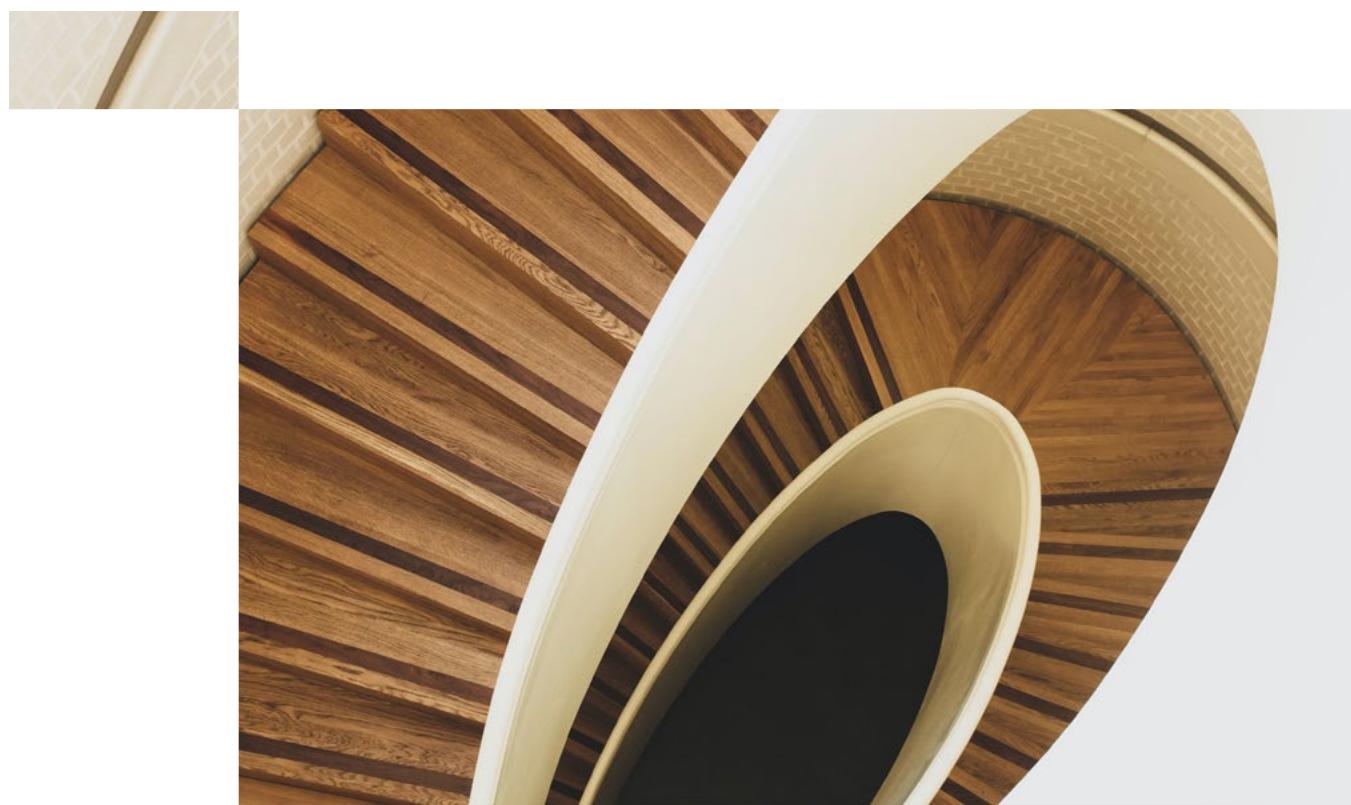
- ✓ Theoretical Underpinnings
- ✓ Nested Systems
- ✓ Organisational Systems
- ✓ Parallel Process Revisited

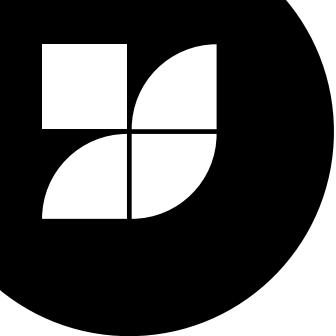
Session 16 – Gestalt Coaching Supervision

- ✓ Theoretical Underpinnings
- ✓ Figure, Field and Ground
- ✓ Cycle of Experience
- ✓ Psychological Defences
- ✓ Gestalt Chair Work

Session 17 – Existential Coaching Supervision

- ✓ Theoretical Underpinnings
- ✓ Buber's I & Thou
- ✓ Yalom's 4 Key Existential Themes
- ✓ Phenomenological Inquiry





Module Four - Developing Your Supervision Practice

Session 18 - Navigating Difference in Supervision

- ✓ Exploring Unconscious Bias
- ✓ Systemic Bias
- ✓ Confronting “isms” in Coaching Relationships
- ✓ Accessibility in Coaching and Supervision

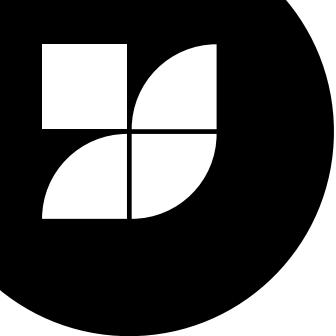
Session 19 - Finding & Contracting Supervision Clients

- ✓ Marketing and Sourcing
- ✓ Managing Consultations
- ✓ Securing and Contracting Supervisees
- ✓ Developing Referrals

Session 20 - Developing Your Personal Supervision Style

- ✓ Your Unique Mix
- ✓ Personal Preferences & Strengths
- ✓ Credentialing
- ✓ Next Steps
- ✓ Further learning





ASSESSMENT

The course is built on the assumption that all participants are highly-skilled coaches who come to the training with a wealth of experience and a diverse background of theory, contexts and practices.

We believe that as coaches on the verge of becoming supervisors, with all the responsibility that this brings, you can and should be intimately involved in the assessment of your peers.

That's why the assessment session is not a pass or fail but rather the culmination of your work on the programme that enables you to receive constructive and supportive feedback from your Reflective Practice Group.

ASSESSMENT PROCESS

To qualify, you will also have to complete the following:

- ✓ At least 80% attendance on the training sessions
- ✓ At least 5 of the 7 Reflective Practice Group sessions
(of which one must be one of the final assessment sessions)
- ✓ Observed session of supervision in the Reflective Practice Group
- ✓ 2500-3500 word reflective case-study of a supervisee journey
- ✓ 2500-3500 word personal inquiry essay which sets out to answer a question you pose yourself
- ✓ 25 hours of client supervision (up to 10 hours may be in the form of group supervision)

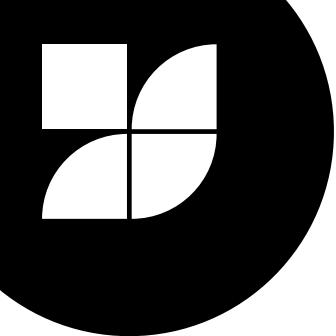
On successful completion of all the above you will have passed the programme and you will be an accredited coaching supervisor.

ACCREDITATION

The course is accredited by the European Mentoring and Coaching Council (EMCC) as the European Supervision Quality Award (ESQA), one of the most prestigious of coaching supervision awards.

It is also approved for 164 hours of Continuous Coaching Education (CCE) with the International Coach Federation. 76 of the CCE hours are Core Competencies.





ICCS FACULTY

Our training faculty are world-class coaches and facilitators with a wealth of experience and professional backgrounds.

Their range of experience will ensure you get knowledge from across the range of contexts in which you'll use your supervision.

For the latest faculty members, head along to iccs.co/faculty

Alongside our training faculty, we have a fantastic support team who will ensure every aspect of the course from dealing with the course fee through to the qualification on beyond is managed effortlessly.

HOW TO ENROL

The Enrolment Process

Enrollment is by application followed by consultation call only.

The consultation call allows us to ensure we are enrolling coaches with the appropriate level of experience and accreditation to become coaching supervisors. It also allows you to ensure that the course is a good fit.

The enrolment process is straightforward.

- ① You complete a short online application that gives us an overview of your coaching experience, training and current credentials.
- ② We email you to set up a call for an open, informal conversation about what you're looking for.
- ③ If this course feels like a good fit from both sides, and you want to go ahead, we'll agree dates, payment options and get you enrolled on the course.

This is a relaxed, friendly process but an important one in maintaining the integrity of the course and our contribution to the profession.

You can apply for the course here: iccs.co/diploma

COURSE FEES AND PAYMENT PLANS

Up-to-date course fees and payment plans are shown on the website.

iccs.co/diploma

We accept payment in Pounds Sterling, US Dollars and Euros.

The course fee in each currency is designed to be of broadly equivalent value. However, we recognise that fluctuations in exchange rates may make one currency more beneficial than another. Rather than try to track these constant movements, we adjust prices every 6 months to reflect any significant disparity. However, you can choose to pay in whichever currency suits you.

Course Dates

Course dates can be found and downloaded online here: iccs.co/diploma

FINALLY

Thank you for your interest in this programme. We're excited to hear from you and we hope that this brochure gives you enough information to decide if the course is right for you.

However, if you want to know more about coaching supervision, or becoming a coaching supervisor, head along to our website. From time to time, we offer free introductory sessions and there is plenty to explore in our blog.

Alternatively, feel free to drop us an email at: info@iccs.co

Or call us on **0330 900 9555**

Thanks and we look forward to hearing from you.



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