

Individual supervision of coaching skills

Duration: 1 day

Audience: Coach

Who is this training for?

Individual supervision is intended for professional coaches, trained or accredited, as well as leader-coaches and accompanists wishing to deepen their practice, develop their reflexivity and benefit from a professional space of distance supporting their development.

Training objectives

- Deepen one's posture as a coach and develop a more conscious, coherent and aligned practice
- Take a step back from one's interventions, reactions and relational dynamics experienced in coaching Identify one's blind spots, biases and patterns likely to influence one's practice
- Develop a more detailed systemic reading of situations and organizational issues
- Explore ethical dimensions, relational and identity related to the practice of coaching
- Consolidate the integration of the ICF's essential skills into its daily practice
- Support its continuous professional development and prevent the isolation inherent in the practice of coaching

Summary

Individual supervision is a space for reflective and professional support for coaches wishing to deepen their practice, strengthen their posture and develop their discernment in the practice of coaching. Guided by an experienced supervisor, this approach promotes a step back from interventions, relational dynamics, systemic issues and ethical dilemmas encountered in professional practice. Rooted in a continuous development approach, supervision supports the coach in integrating the ICF's core competencies, while cultivating a more conscious, nuanced and aligned posture. It allows you to explore the complex situations experienced in coaching in a confidential, safe and learning environment.

Course outline

Content of an individual supervision session (ICF)

An individual supervision session offers a confidential space for professional reflection allowing the coach to explore his practice, his challenges, his reactions and the relational dynamics experienced in his accompaniment.

Depending on the needs of the supervised coach, a session may include:

- Exploration of a real situation experienced in coaching
- Analysis of the relational and systemic dynamics at play
- Reflection on the coach's posture, presence and impact
- Identification of blind spots, biases or personal resonances
- Discussion around ethical issues or professional dilemmas
- Clarification of contracts, Boundaries and responsibilities of the coach
- Deepening of the ICF's essential skills
- Development of self-awareness and professional reflexivity
- Support for the integration of learning into daily practice
- Avenues for experimentation and development for future mandates

The sessions can also include:

- Listening to excerpts from coaching sessions
- Targeted and structured feedback
- Moments of self-observation and reflection
- Systemic and experiential approaches
- Exchanges on professional identity and the evolution of practice

Each meeting is adapted to the level of experience, objectives and professional challenges of the coach being coached, in compliance with the ethical and confidentiality standards of the International Coaching Federation.

Approach and methodology

Pedagogical approach Individual supervision meetings offer a space for reflection, integration and professional development allowing the coach to deepen his or her practice based on real situations experienced in his or her mandates. Through reflective dialogue, systemic exploration, practice analysis and professional feedback, the supervisor accompanies the coach in the development of his or her professional conscience and ability to intervene. The supervisors who accompany these steps have solid coaching experience and are trained in the supervision as well as in supporting the professional development of coaches.

Prerequisites

- Have completed a cycle of Cycle 1 (Fundamentals of coaching) — or have passed a preliminary orientation interview for people from another course
- Have sent an updated CV, a cover letter specifying the professional project, and a 20 to 30-minute audio recording of an individual coaching session
- Have passed the preliminary orientation interview.

Recommendations

Use individual supervision as a key tool for professional development, reflection and continuous improvement of the coaching practice.