



Coach the Coach

SUPPORT FOR INTERNAL COACHES AND HR CONSULTANTS

Practitioners in the helping professions use sessions with a supervisor to discuss their work, help them continue to develop and grow, and to explore issues and dilemmas. Supervisors provide both support for the practitioner and quality control for the benefit of the end client. The practice of supervision is increasingly expected of professional coaches and mentors. But arguably, internal people who support others in a coaching or consultative role, can find themselves in far more complex systems within which issues of conflict of interest and ethical dilemmas are a common occurrence.

Our **Coach the Coach** program is designed for internal coaches and HR partners or specialists.

Internal Coach/ Consultant Package

This is for internal coach/ consultants with a high client load, for whom, supporting other people is a major part of their role.

- Monthly one-to-one sessions; or
- Monthly group sessions with others from the same organisation or other organisations

Line Manager as Coach Package

This is for line managers who have had some training in coaching skills, and who need support to keep developing their capacity to adopt a coaching approach as a manager.

- Quarterly one-to-one sessions; or
- Quarterly group sessions with others from the same organisation or other organisations

We also offer advanced level coaching skills training for line manager coaches.



Features and Benefits

FEATURES

1. Sessions conducted by a supervisor with both business experience and qualifications in supervision (so we understand where you are coming from).
2. Packages tailored to the individual's needs. Our process begins with a thorough needs assessment.
3. In group options, individuals can choose to join a group of people from their own organisation, or a group composed of people from a broader community of professionals.
4. At our premises or yours.

BENEFITS

1. **Keep the client safe**
Always the first consideration. Sometimes as coaches and consultants we cannot see the wood for the trees because we cannot distance ourselves sufficiently from the client problem or issue. Sometimes we are navigating difficult life obstacles ourselves. A skilled supervisor will speak up if the coach is not in a high functioning state, and, by taking a systemic view, can help the coach see the bigger picture, and "first, do no harm".
2. **Navigate tricky relationships & organisations**
Dealing with human beings is always going to be a complicated business. Supervision affords coaches and consultants a sounding board and alternative viewpoint to assist in navigating through multiple, sometimes difficult relationships and organisations.
3. **Grow through reflection, insight & perspective**
One of the great pitfalls of coaching can be a propensity to fall into set patterns that have worked in the past. A supervisor provides coaches and consultants with an opportunity to reflect on their practice and explore new perspectives and ideas. Without supervision coaches risk becoming stale. With good supervision both coaches and their clients benefit from a broader scope of ideas and experience.
4. **Keep developing skills**
For newer, P-plate coaches a supervisor is critical to their ongoing learning and development in a wide range of coaching skills. But even experienced coaches have room for professional growth and a good supervisor will be able to explore new thinking and directions with their supervisee in a collaborative way.