



GOLDVARG
Consulting Group



COACHING SUPERVISION CERTIFICATION

Tuesdays, 4:00 PM PST, September 6, 2022 - May 16, 2023
36 weekly sessions



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INTRODUCTION

The Coaching Supervision Certification targets experienced coaches with at least 500 hours of experience. Participants will be trained as individual and group supervisors and by the end of the program they will be eligible to apply for an accreditation with the European Mentoring and Coaching Council (EMCC). This training program has received the ESQA, (EMCC Supervision Quality Award).

This program aligns its contents very closely to the coaching supervision competency model developed by EMCC and motivates graduates to apply for the EMCC Supervisory Individual Accreditation (ESIA) as a way to strengthen the Coaching Supervision Practice Worldwide. Participants also receive 40 hours of CCEUs from ICF.

CORE PRINCIPLES AND BELIEFS ABOUT COACHING SUPERVISION

Coaching supervision is a reflective space and the coach supervisor must demonstrate competencies at providing a safe environment for the coaches to work on themselves for their own benefit as well as for their clients.

The program follows the EMCC core competencies model and supports coaching supervisors to develop skills to build a foundation for the coach/supervisor relationship, to navigate ethical dilemmas, to provide emotional support and to offer techniques, models and theories to support coach's work.

Coaching Supervision is a partnership and the supervisor may apply their creativity to provide learning opportunities for the coach, including use of pictures, bodywork, magic box, metaphors, etc.

Coaching Supervisors apply the 7-eyed Model of Hawkins and psychodynamic, gestalt and transactional analysis distinctions in the work with coaches. Coaching Supervision is effective at intervening at individual as well as group level.



PROGRAM OBJECTIVES AND LEARNING OUTCOMES

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The objective of the program is to train coach supervisors to provide individual and group coaching supervision, following the EMCC coaching supervision competency model.

LEARNING OUTCOMES

BY THE END OF THE PROGRAM PARTICIPANTS WILL BE ABLE TO:

- Understand the EMCC coaching supervision competency model.
- Understand the difference between coaching supervision, coaching and mentor coaching.
- Effectively provide a reflective space for coaches about their practices.
- Apply the seven eye model from Hawkins in their supervisory practice.
- Provide support to coaches working with strong emotions.
- Offer coaches opportunities to explore personal challenges in working with specific clients.
- Effectively provide guidance on ethical dilemmas to supervisees.
- Offer creative tools to supervisees such as working with pictures, magic box, bodywork, etc.

The program is very interactive and experiential with an emphasis in application and reflective practice. After distinctions, models, and theories are presented, participants apply concepts in exercises and practices with their colleagues. Participants need to receive supervision as supervisees as part of the program, practice in triads with colleagues from the program and practice with supervisees outside the program.

OVERVIEW OF THE COURSE STRUCTURE AND CONTENT

The program takes place over 9 months, with weekly meetings that alternate webinars, triad practices and coaching supervision demos.

Supervision demos are performed by experienced supervisors from all over the world. Some of our guest supervisors have been: Janet Harvey, Fiona Adamson, Eve Turner, Michell Lucas, Tatiana Bachkirova, and many more.




WEBINARS AND DEMOS

CLASSES:

16 Weekly webinars and 10 coaching supervision demos for 2.5
It is a requirement to participate in 75% of sessions (may miss up to 4 webinars and 3 demos).

DATES:

Every Tuesday at 4:00 PM PST Starting on September 6, 2022.



Supervision can be done in a one-on-one setting or in groups. Coaching supervision is fundamentally a reflective process. Coaching supervisors create a confidential, safe space for coaches to explore their own thought processes and the dynamics present in client engagements.

CONTENT COVERED AT EACH MODULE:

Coaching Supervision Foundation

- Coaching Supervision Definition and differences with other practices.
- EMCC Coaching Supervision Competency Model
- Embodying a Coaching Mindset (ICF Competencies)
- Coaching Supervision Contract

Coaching Supervision Process

- Seven Eyed Model of Hawkins: demonstration
- Building the relationship between Coach and Coach Supervisor
- Reflective Practices

Coaching Supervision Challenges

- Ethical Dilemmas in Coaching Supervision
- Neuroscience and Supervision
- More Time to Think (Nancy's Klein model)

Psychological Dimensions of Coaching Supervision

- Parallel Process, Transference and Countertransference
- Gestalt Techniques
- Transactional Analysis

Creative Interventions in Coaching Supervision

- Team Coaching Supervision
- Working with the Somatic Practices
- Working with the Magic Box
- Facilitating Group Supervision
- Case Presentations



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WORKING WITH A SUPERVISOR

Participants will participate in 6 monthly sessions with an experienced coach supervisor to explore your coaching (three sessions) and your supervision practice (three sessions). A supervisor is assigned to each person. You can work with the same supervisor for the 6 hours or change for the last three hours.

The supervisors for the program are:

- *Eva Hisch Pontes, MCC, ESIA (Brazil)*
- *Lily Seto, PCC, ESIA(Canada)*
- *Alicia Agüero, MCC, ESIA (Argentina)*
- *Hilary Oliver, PCC (UK)*
- *Dr. Nancy Tylim, MCC, ESIA(US)*
- *Damian Goldvarg, MCC, ESIA (US)*

PRACTICE IN TRIADS

Participants will meet monthly for 5, 2.5-hour sessions in supervision practice triads throughout the course (12 hours) and practice group supervision in two triads for 5, 2.5-hour sessions (12 hours). Same days and hours of webinars (alternating). The time for triads may be changed according to participant's schedules.

CASE STUDY

The evaluation of the course consists of submitting a recording of a coaching supervision session to be assessed by a different coach supervisor along with a self-evaluation and reflection to be shared with the class (2000 words).



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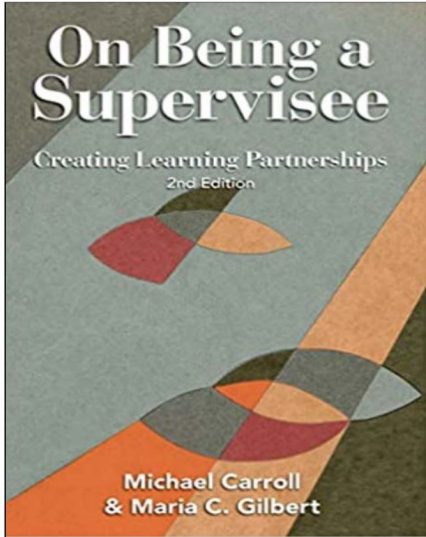
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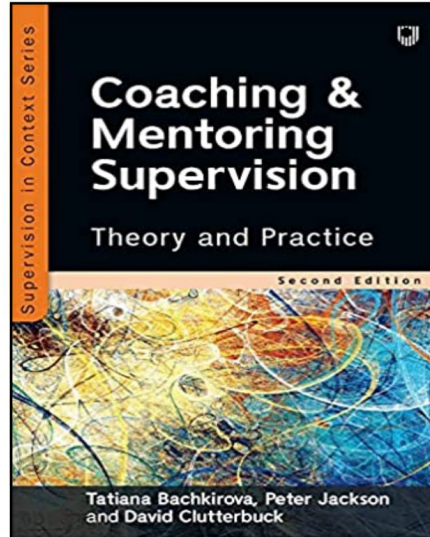
SELF STUDY AND WRITING BRIEF REPORTS

Reading from course book list (3 books) and several articles 18 hrs. (approx. 5 hrs. per book). The first book needs to be read before the program starts and a brief report should be submitted the Friday before the program starts. All books required a brief report from participants with your key learnings from your readings (approx. 500 words).

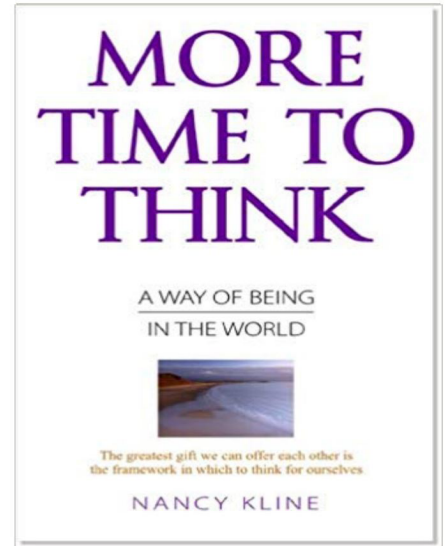
BIBLIOGRAPHY



CARROLL and GILBERT
ON BEING A SUPERVISEE
PSYCHOZ, 2011



BACHKIROVA, JACKSON, and
CLUTTERBUCK
COACHING AND MENTORING
SUPERVISION Second Edition
MCGRAW HILL, 2021.



NANCY KLINE
MORE TIME TO THINK, A WAY
OF BEING IN THE WORLD
FISHER KING PUBLISHER, 2009

SELF STUDY AND WRITING BRIEF REPORTS

Classes/webinars	40 hours (16 meetings 2.5 hrs)
Demos	25 hours (10 meetings 2.5 hrs)
Practice in triads	25 hours (10 meetings 2.5 hrs)
Practice with supervisees	36 hours
Working with Supervisor	6 hours
Self study	18 hours
Total	150 hours

GROUND RULES

We will discuss ground rules in class but it is expected participants will be prepared, on time, and participate entirely and actively each session. All information shared in coaching supervision with supervisors is confidential with the exceptions of issues concerned to the program participation.



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