

Case Study – Coaching Supervision

Background

A government research organisation planning a leadership development programme for a large group of senior managers. The organisation needed to change the organisation culture as part of a major change project. Three executive coaches were engaged to deliver one to one coaching for senior managers following 360 degree feedback. The overall aim of the programme was to support the senior managers through change & inform their personal development. Three coaches were involved in the coaching delivery and one of the key questions considered was how to ensure consistency of approach supported by the highest possible delivery standards.

The Solution

We provided coaching supervision for the group of three executive coaches throughout the project. The aims of supervision were to protect the best interests of the coach & client while providing restorative & educative support to the coach. Supervision is also an excellent way of ensuring quality assurance, helping develop & sustain coaches & finding ways to draw out organisational learning. This project included both group supervision & individual one to one sessions. For the group sessions our supervisor facilitated discussions around current issues encountered on the coaching project including case studies brought to the group in a manner guaranteed to maintain the confidentiality of the client. Issues were considered, solutions discussed & ways forward agreed. Coaches learnt by hearing the issues of others & contributed to group discussions. The project was challenging on many levels providing a rich vein of material to bring to supervision.

Results

Comments from the coaching project provider:

Irene's knowledge & experience have been invaluable since the early stages of the project. She provided useful insights & defined the supervision aspects of it. Her strengths include an ability to take a broad view of a case study ensuring that the needs of all stakeholders are considered. Her deep understanding of coaching & related disciplines enables her to ask challenging & insightful questions. Her commitment to ideals is balanced by a pragmatic attitude to achieving good outcomes for coach, coachee & the sponsoring organisation.

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