

Diploma in Coach | Mentor Supervision

EMCC ESQA accredited

Modular Programme integrating ESIA



Diploma in Coaching | Mentoring Supervision

Pre-Programme: Completion of personal profiling tools and guided reading

Social media 'hellos' – Personal Profiling – How this programme works	
Module 1 Induction	What can I expect from the programme? <ul style="list-style-type: none"> ● Let's meet: Who we are and where we come from! ● Reflections from pre-course work Diploma Portfolio ● Differences between coaching and supervision ● Identifying motivation to become a supervisor ● Introduce an 'Avatar' representing you as supervisor
Interim Practice – Mastermind Groups – Research	
Module 2 What's coach mentor supervision all about?	Why have Supervision? What's new? Growth in organisational coaching mentoring Challenges Benefits of organisational coaching mentoring <ul style="list-style-type: none"> ● Options for supervision delivery and what each achieves Model of Supervision (Part One) + Skills Practice
Interim Practice – Mastermind Groups – Research	
Module 3 Building your Supervisor Practice Toolbox	How do I do it? – Supervision in Practice <ul style="list-style-type: none"> ● What's new? ● "Working together Conversation" (Contracting): Part One ● Reflective Practice Model of Supervision (Part Two) + Skills Practice
Interim Practice – Mastermind Groups – Research	
Module 4 Demonstration	Demonstration of supervision: <ul style="list-style-type: none"> ● Opportunity for delegates to view supervision in action ● What focus did the supervisor choose in the session and why General exploration of the session and shared review

Interim Practice – Mastermind Groups – Research	
<p>Module 5 Guest speaker</p>	<p>Deepening your Supervision Practice: Typical sessions: Example: Ethical Dilemmas</p> <ul style="list-style-type: none"> ● A practising supervisor share learnings from their client work ● Case study of an organisational supervision programme <p>A supervision theory model illustrated</p>
Interim Practice – Mastermind Groups – Research	
<p>Module 6 Developing Competence as a Supervisor</p>	<p>Developing Competence as a Supervisor</p> <ul style="list-style-type: none"> ● Observed practice sessions with peer supervisors ● Reflection <p>Developmental feedback</p>
Interim Practice – Mastermind Groups – Research	
<p>Module 7 Adding to your Supervisor Practice Toolbox</p>	<p>More supervision tools and approaches</p> <ul style="list-style-type: none"> ● What’s new? ● Questioning tool ● REFLECT model + CHANGE transformational tool <p>Skills practice</p>
Interim Practice – Mastermind Groups – Research	
<p>Module 8 Supervisor / Supervisee relationship</p>	<p>The Supervisor and Supervisee perspectives</p> <ul style="list-style-type: none"> ● Use of Self (Part ONE) ● Relational Capability: <ul style="list-style-type: none"> ○ Working with Unconscious Bias ○ Transactional Analysis theory ○ Parallel Process <p>Observed Skills Practice</p>
Interim Practice – Mastermind Groups – Research	

<p>Module 9</p> <p>Supervisor Supervisee relationship</p>	<p>Systemic Supervision</p> <ul style="list-style-type: none"> ● Systemic Influences: <ul style="list-style-type: none"> ○ The wider context ○ Taking a 'helicopter' view and holding multi-perspectives <p>Observed Practice Session</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 10</p> <p>Developing competence as a supervisor</p>	<p>Developing competence as a supervisor</p> <ul style="list-style-type: none"> ● Observed practice sessions with peer supervisors ● Reflection ● Developmental feedback
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 11</p> <p>Expanding your practice</p>	<p>Group Supervision and Intervention:</p> <ul style="list-style-type: none"> ● EMCC Capability Indicators for Group Supervision ● Group Supervision Practice: <ul style="list-style-type: none"> ○ 'Challengers and Defenders' <p>Observed Group Supervision Practice session</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 12</p> <p>The Supervisor Supervisee Relationship</p>	<p>The Supervisor and Supervisee Perspectives:</p> <p>Heron's Six Categories of Intervention Framework</p> <ul style="list-style-type: none"> ● Self-Assessment Questionnaire (for programme practice only) <p>Relationship Awareness:</p> <ul style="list-style-type: none"> ● Group Discussion ● Intrapersonal: How effective am I as a supervisor? ● Interpersonal: How conscious am I about what's impacting on the supervision relationship? <p>Supportive: Wellbeing of the Supervisee</p> <p>Observed Supervision Practice session</p>

Interim Practice – Mastermind Groups – Research	
Module 13 Developing your practice	Use of Self (Part TWO) <ul style="list-style-type: none"> ● Transference and Counter Transference ● Multiplicity: Working with Multiple Selves Observed practice session
Interim Practice – Mastermind Groups – Research	
Module 14 Developing competence as a supervisor	Developing competence as a Supervisor <ul style="list-style-type: none"> ● Observed practice sessions with peer supervisors ● Reflection ● Developmental feedback
Interim Practice – Mastermind Groups – Research	
Module 15 Executive reflection	Different perspectives Improving executive reflection <ul style="list-style-type: none"> ● Executive reflection context and differences between coaching supervision and executive reflection ● Resources and tools ● Analysis of parallel processes and points of focus ● Case study discussion
Interim Practice – Mastermind Groups – Research	
Module 16 Guest speaker	Supervision in Practice: Example: Attachment Theory Typical sessions: <ul style="list-style-type: none"> ● A practising supervisor share learnings from their client work ● Case study of an organisational supervision programme A supervision theory model illustrated
Interim Practice – Mastermind Groups – Research	

<p>Module 17 Guest speaker</p>	<p>Supervision in Practice:</p> <ul style="list-style-type: none"> ● Typical sessions: Example: Cognitive Behavioural Supervision ● A practising supervisor share learnings from their client work ● Case study of an organisational supervision programme <p>A supervision theory model illustrated</p>
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 18 Developing Capability as a supervisor</p>	<p>Developing capability as a Supervisor</p> <ul style="list-style-type: none"> ● Observed practice sessions with peer supervisors ● Reflection ● Developmental feedback
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 19 Dimensions of Discovery</p>	<p>Environment – Symbolism – Emergent</p> <p>Environment:</p> <ul style="list-style-type: none"> ● What resources are available to us beyond our 'comfort zone' working environment? <p>Symbolism:</p> <ul style="list-style-type: none"> ● What new intelligence can we source from being playfully creative? <p>Accessing the wider field:</p> <ul style="list-style-type: none"> ● Noticing what emerges through 'being' together <p>Observed Practice session</p>
<p>Interim Practice – Mastermind Groups – Research</p>	

<p>Module 20 Guest Speaker</p>	<p>Neurodivergence-focused Awareness and Supervision</p> <ul style="list-style-type: none"> ● Awareness, knowledge and skills to support neurodivergent supervisees with confidence and credibility ● Combining theory and practice to explore beyond stereotypes to attain actionable insights and foster an inclusive supervisory environment
<p>Interim Practice – Mastermind Groups – Research</p>	
<p>Module 21 Guest Speaker</p>	<p>Deepening your Coach Supervision Practice</p> <p>Introduction to Team Coaching Supervision:</p> <ul style="list-style-type: none"> ● How is team coaching supervision different? ● What are the main features of team coaching supervision? <p>What additional competences do I need to be a team coach supervisor?</p>
<p>Module 22 Springboard to Practice!</p>	<p>Portfolio Completion:</p> <ul style="list-style-type: none"> ● Personal statement Part 2 Delivery ● Gaining the accredited EMCC ESQA programme certificate and reviewing ESIA application ● Convincing others of the benefits of supervision ● Supervisor support networking <p>Continuing Professional Development</p>

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