# Diploma in Coach | Mentor Supervision

## EMCC ESQA accredited

## Modular Programme integrating ESIA

©Bluesky International revised 2026 All rights reserved worldwide

## 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**<br>Induction | **What can I expect from the programme?**<br>• Let's meet: Who we are and where we come from!<br>• Reflections from pre-course work \| Diploma Portfolio<br>• Differences between coaching and supervision<br>• Identifying motivation to become a supervisor<br>• Introduce an 'Avatar' representing you as supervisor |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 2**<br>What's coach \| mentor supervision all about? | **Why have Supervision?**<br>What's new?<br>Growth in organisational coaching \| mentoring<br>Challenges \| Benefits of organisational coaching \| mentoring<br>• Options for supervision delivery and what each achieves<br>• Model of Supervision (Part One) + Skills Practice |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 3**<br>Building your Supervisor Practice Toolbox | **How do I do it? – Supervision in Practice**<br>• What's new?<br>• "Working together Conversation" (Contracting): Part One<br>• Reflective Practice<br>• Model of Supervision (Part Two) + Skills Practice |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 4**<br>Demonstration | **Demonstration of supervision:**<br>• Opportunity for delegates to view supervision in action<br>• What focus did the supervisor choose in the session and why<br>• General exploration of the session and shared review |

©Bluesky International revised 2026 All rights reserved worldwide

| | |
|---|---|
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 5**<br>Guest speaker | **Deepening your Supervision Practice:**<br>Typical sessions: Example: Ethical Dilemmas<br>• A practising supervisor share learnings from their client work<br>• Case study of an organisational supervision programme<br>• A supervision theory \| model illustrated |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 6**<br>Developing Competence as a Supervisor | **Developing Competence as a Supervisor**<br>• Observed practice sessions with peer supervisors<br>• Reflection<br>• Developmental feedback |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 7**<br>Adding to your Supervisor Practice Toolbox | **More supervision tools and approaches**<br>• What's new?<br>• Questioning tool<br>• REFLECT model + CHANGE transformational tool<br>• Skills practice |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 8**<br>Supervisor / Supervisee relationship | **The Supervisor and Supervisee perspectives**<br>• Use of Self (Part ONE)<br>• **Relational Capability:**<br>  ○ Working with Unconscious Bias<br>  ○ Transactional Analysis theory<br>  ○ Parallel Process<br>• Observed Skills Practice |
| **Interim Practice – Mastermind Groups – Research** | |

©Bluesky International revised 2026 All rights reserved worldwide

| | |
|---|---|
| **Module 9**<br>Supervisor \| Supervisee relationship | **Systemic Supervision**<br>• Systemic Influences:<br>  ○ The wider context<br>  ○ Taking a 'helicopter' view and holding multi-perspectives<br>• Observed Practice Session |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 10**<br>Developing competence as a supervisor | **Developing competence as a supervisor**<br>• Observed practice sessions with peer supervisors<br>• Reflection<br>• Developmental feedback |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 11**<br>Expanding your practice | **Group Supervision and Intervision:**<br>• **EMCC Capability Indicators for Group Supervision**<br>• Group Supervision Practice:<br>  ○ 'Challengers and Defenders'<br>Observed Group Supervision Practice session |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 12**<br>The Supervisor \| Supervisee Relationship | **The Supervisor and Supervisee Perspectives:**<br>**Heron's Six Categories of Intervention Framework**<br>• Self-Assessment Questionnaire (for programme practice only)<br>**Relationship Awareness:**<br>• Group Discussion<br>• Intrapersonal: How effective am I as a supervisor?<br>• Interpersonal: How conscious am I about what's impacting on the supervision relationship?<br>**Supportive: Wellbeing of the Supervisee**<br>• Observed Supervision Practice session |

©Bluesky International revised 2026 All rights reserved worldwide

| | |
|---|---|
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 13**<br>Developing your practice | **Use of Self (Part TWO)**<br>• Transference and Counter Transference<br>• Multiplicity: Working with Multiple Selves<br>• Observed practice session |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 14**<br>Developing competence as a supervisor | **Developing competence as a Supervisor**<br>• Observed practice sessions with peer supervisors<br>• Reflection<br>• Developmental feedback |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 15**<br>Executive reflection | **Different perspectives**<br>**Improving executive reflection**<br>• Executive reflection context and differences between coaching supervision and executive reflection<br>• Resources and tools<br>• Analysis of parallel processes and points of focus<br>• Case study discussion |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 16**<br>Guest speaker | **Supervision in Practice:** Example: Attachment Theory<br>Typical sessions:<br>• A practising supervisor shares learnings from their client work<br>• Case study of an organisational supervision programme<br>• A supervision theory \| model illustrated |
| **Interim Practice – Mastermind Groups – Research** | |

©Bluesky International revised 2026 All rights reserved worldwide

| | |
|---|---|
| **Module 17**<br>Guest speaker | **Supervision in Practice:**<br>• Typical sessions: Example: Cognitive Behavioural Supervision<br>  • A practising supervisor shares learnings from their client work<br>  • Case study of an organisational supervision programme<br>  • A supervision theory \| model illustrated |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 18**<br>Developing Capability as a supervisor | **Developing capability as a Supervisor**<br>• Observed practice sessions with peer supervisors<br>• Reflection<br>• Developmental feedback |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 19**<br>AI in Supervision | **AI in Supervision**<br>Exploring the appropriate role of AI in coaching interventions and supervision<br>• What technical understanding of AI should coaching supervisors be expected to have?<br>• To what extent should AI be included in a coaching intervention and supervision?<br>• How might using AI be of benefit to a supervisor's own reflective practice?<br>• Observed Practice session |
| **Interim Practice – Mastermind Groups – Research** | |

©Bluesky International revised 2026 All rights reserved worldwide

| | |
|---|---|
| **Module 20**<br>Guest Speaker | **Neurodivergence-focused Awareness and Supervision**<br>• Awareness, knowledge and skills to support neurodivergent supervisees with confidence and credibility<br>• Combining theory and practice to explore beyond stereotypes to attain actionable insights and foster an inclusive supervisory environment |
| **Module 21**<br>Guest Speaker | **Deepening your Coach Supervision Practice**<br>Introduction to **Team Coaching Supervision:**<br>• How is team coaching supervision different?<br>• What are the main features of team coaching supervision?<br>• What additional competences do I need to be a team coach supervisor? |
| **Interim Practice – Mastermind Groups – Research** | |
| **Module 22**<br>Springboard to Practice! | **Portfolio Completion:**<br>• Personal statement Part 2 Delivery<br>• Gaining the accredited EMCC ESQA programme certificate and reviewing ESIA application<br>• Convincing others of the benefits of supervision<br>• Supervisor support networking<br>• Continuing Professional Development |

**Programme Investment (instalments can be arranged by prior agreement: Equivalent of £4,500 (+ VAT for UK only) inclusive of:**

- Programme 22-module attendance of 3 hours every two weeks
- Programme materials: Handbook and Toolkit
- Four one-to-one supervision sessions with qualified and accredited supervisors, in addition to supervision provided in the programme module observed sessions
- Posting of literature – Q and A – support advice throughout the programme
- Portfolio review | feedback for the award of the ESQA programme certificate
- Preparation support for making the EMCC Individual Accreditation ESIA application on your behalf (inclusive of EMCC administration fee, ESIA reporting and verification)

©Bluesky International revised 2026 All rights reserved worldwide