

HOW COACHES THRIVE AND GROW THROUGH COACH SUPERVISION

- BERNADETTE CASS



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Learning Together Online

Resource Guide

About Bernadette Cass

I am an executive coach, coach supervisor and mentor, and organisational change consultant based in York. I have a commitment to ongoing professional development, and I offer coach skills development groups on behalf of the International Coach Federation, and host a Transactional Analysis peer group.

In my previous career, I was responsible for creating IT strategy and delivering global change programmes, and this experience developed my interest in developing effective teams and creating long term sustainable change. I have been working as a qualified coach and facilitator since 2007.



Bernadette Cass

Event Details

I believe that supervision is a powerful enabler of coach development and growth, supporting us to work with protection, permission, and potency, and allowing coaches and their clients to thrive. I will share my personal experience of the impact and benefits of coach supervision, from my earliest days as a coach to my work as a supervisor now. I will also describe how Transactional Analysis provides coaches with a framework to support their thinking, and continued growth and development.

This discussion with John is an opportunity for all coaches to share their questions, observations, and experiences, including those who may not have experience of supervision and want to know what its all about, as well as learning from other professions too.



WHAT IS COACHING?



Coaching is a process that enables people to achieve extraordinary and sustainable results.

We work in an equal partnership with clients and invite them to clearly define their agenda and desired outcomes. Based on Transactional Analysis principles, we hold the belief that people are capable, can think change and grow, and will find the best solution for themselves.

In order for the coaching process to be effective it is critical that a clear coaching agreement is established, that the client goals and results are fully defined. Clients are invited to create measures of success, and to track their progress towards their goals.

Coaching relationships are built, based on trust and respect and clients are invited to be authentic in their work and leadership. In this context we offer support and challenge in equal measure, working transparently, sharing curiosity and any questions arising.

We hold awareness of the wider system and its impact, as well as people's opportunity to influence or shift the broader organisation culture. This means we can be sensitive to any systemic behaviours and beliefs, which are fed back to the client. This can lead to significant shifts of thinking and rejection of previously held assumptions.

As delivery focused coaches, we invite people to achieve tangible results by asking themselves what they are going to do differently as a result of coaching, and what impact their doing and thinking differently will have on others around them, and on achieving their objectives.

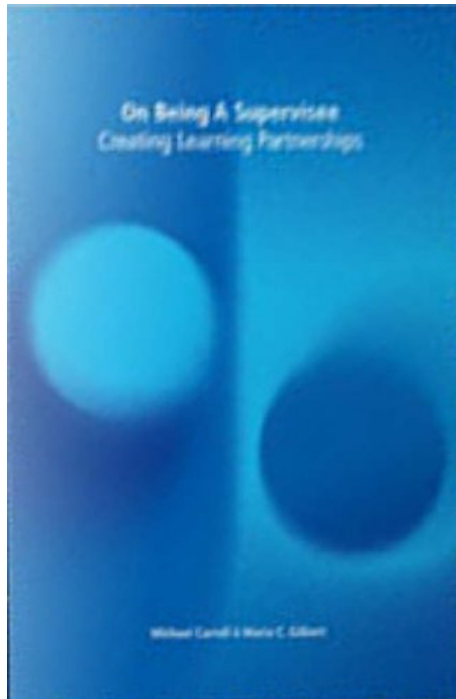
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Suggested Reading



On Being a Supervisee: Creating Learning Partnerships

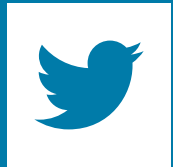
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