



Supervising the internal coach

UNTANGLE AND GROW

At its simplest, coaching supervision is about two things – helping coaches to ‘untangle’ and ‘grow’.

Untangle: Sometimes coaches get too close to their work with clients and it is easy to lose perspective or run out of options. Input from a coach supervisor can be vital, helping the internal coach remain resourceful and creative.

Grow: We all need to keep growing – including coaches. Being a coach means continuing to practice and develop our craft—consciously honing and extending our skills. Coaching supervision is essential to the developing coach, and ensures ethical and safe practice.

‘To open one’s work to scrutiny is important best practice in any helping activity. If you’re going to invest in coaches in the workplace, this is an essential part of it – it’s not an optional exercise.’

Untangle and Grow

info@alisonmaxwell.com

01780480287


Alison Maxwell

Coach, team coach & coach supervisor
MA, MA, AC Accredited



The process

The most cost-effective form of coaching supervision is often group supervision. Working confidentially, coaches bring 'cases' to the sessions for discussion, debate and enlightenment. The supervision process both raises the quality of coaching offered to the end client and strengthens the coaches ability to 'self-supervise'. Selected theory is used to illuminate and expand understanding of professional and ethical practice

About Alison

Alison Maxwell is a highly experienced and qualified coach supervisor, with deep experience of working as a 'thinking partner' with novice and seasoned coaches. She has worked in a wide variety of sectors and has extensive international experience.

She holds post-graduate qualification in coaching supervision as well as an MA in Coaching and Mentoring, (both with distinction). She is an accredited member of the Association for Coaching.

Clients include leaders from Alliance Boots, GKN, AEC, Rolls Royce, G4S, Pricewaterhouse Coopers, Pentland Group, Holland & Barrett, and Electrocomponents Plc.

- Working with the 'Seven-Eyes' of supervision
- Understanding and negotiating boundaries in coaching
- Revealing the hidden dynamics in the coaching relationship
- Maintaining creativity and resourcefulness in coaching practice
- Nurturing the reflective practitioner and 'self-supervision'
- Facing into ethical difficulties and concerns
- Understanding the impact of the broader organizational context

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