

Supervision



As part of the accountability that comes with coaching, supervision is an essential addition to support. The supervisory role taken here isn't your manager's role. It could be someone in-house who has more coaching experience than you, an external specialist coach or someone who you would like to learn from.

The content of the supervision session would include:

- the development areas from your self assessments
- the feedback from you triad coaching practice groups
- the feedback from your coachees
- the results or outcomes of your coaching
- agreement on the frequency of your sessions – e.g. after x number of months or coaching sessions

Supervision of this kind would help you to tease out chronic issues, ethical issues and organisational issues.

A great way to ensure the action from your development areas doesn't slip, is to enter into a *Peer Assist Peer Challenge* partnership. We know one of the main reasons coaching works is the built in accountability the coaching relationship provides. Similarly, coaches continue to improve if they have a peer who will help and challenge them in their development.

Select a peer ~ ideally someone who is around and accessible for you, who is interested in what you're doing and who will be curious and willing to check in with you on how things are going.

Discuss your action points together to make them:

- Specific – so that you know exactly what you're doing differently
- Simple – just one thing to remember and focus on
- Observable / noticeable – so that your peer can see the changes, see the evidence of the changes
- Do-able (not daunting) – so that you want to make the action point happen and get frequent practice in doing the action point

Agree Outcomes

Discuss specifically what you would like the outcomes to be, i.e. what differences you would like to see in a month or so, how you would like to feel etc.

Assist and challenge – we're all different

Discuss how you would like your peer to assist and challenge you. You know yourself best. You know how you might sabotage your action point or let your action point be sabotaged, share this with your peer and agree how best to manage this together and how best to give feedback.

Frequency

Agree how, and how often, you'd like to check in together. Aim to make this something to look forward to, not an onerous 'to do'.

Commitment

Collaborative communities trust one another. Keep communication going so that you don't let one another down.

With commitment, peer assist and peer challenge brings great results and can be used by coaches at any point as part of their support and supervision process.