

Coaching Supervision and CPD for Coaches

If you work as a coach, you will know that the global code of ethics endorsed by all professional coaching organisations¹ expects all coaches to access Coaching Supervision and regular Continuing Professional Development (CPD). NHS organisations that are serious about developing and supporting coaches also know that these things are required as part of the supporting infrastructure needed to sustain a coaching service that meets the minimum recommended professional standards.

As a non-for-profit organisation that is part of the National Health Service, NHS Elect has a strong reputation in the field of coaching, developed over the last 15-years. Their coaching faculty is well placed to provide support to coaches and organisations looking to develop or sustain the provision of coaching services.

Coaching Supervision

Coaching Supervision is formal, protected time for facilitating deep reflection and learning for coaches and their practice. The benefits of working with a trained Coaching Supervisor extend beyond the coach, to include their clients and organisation. The coaching faculty at NHS Elect recognises the three functional areas of Coaching Supervision² to be:

- **Developmental** – a focus on understanding, skill development and the capacities of coaches
- **Resourceful** – a supportive space for coaches to process their coaching experiences
- **Qualitative** – focussed on quality, work standards and ethical integrity

NHS Elect provides confidential Coaching Supervision that spans all aspects of coaching practice, promoting reflection, collaboration and challenge. Coaching Supervision is not a 'policing' role - it is a trusting and supportive professional relationship that is commonly provided on a small group (or 1:1) basis, working with coaches at all levels of experience.

Each arrangement for Coaching Supervision is tailored to the situation, but typical examples might include:

Groups - coaching supervision for 4-5 people optimises resources and enables peer development. Consisting of 6-hours coaching supervision would typically be organised as three sessions of 120 minutes, spaced over time (e.g. every 3-4 months). This includes all pre and post session arrangements and administration.

1:1 - we can also offer coaching supervision on an individual basis. 6-hours coaching supervision might be organised in four sessions of 90 minutes, spaced over time (e.g. every quarter). This includes all pre and post session arrangements and administration.

Continuing Professional Development (CPD) for Coaches

The coaching faculty at NHS Elect offers a range of bite-size 'CPD for Coaches' sessions. These can be delivered online, usually in a 60-90 minute session, and group size is not usually limited. The list of CPD topics includes:

- Team Coaching
- Imposter Phenomenon
- Body Language and Non-verbal Communication
- Returning to Coaching
- Coaching – Stress and Pressure
- Strengths Based Coaching
- Using Metaphor in Coaching
- Coaching and Resilience
- Neurodiversity and Coaching

These sessions can also be delivered in a bespoke, in person, format. Planning and scheduling of subject specific CPD sessions is undertaken in a tailored way for all clients and can be integrated into wider events for coaches. For example, several sites regularly organise a 'Coaching Supervision and CPD' session. They will gather local coaches and spend time in a facilitated, supportive environment hosted by a Coaching Supervisor, who will deliver CPD and enable peer-supervision too.

NHS Elect is always happy to consider collaborating on the development of new CPD topics, if you have specific requirements.

References

- <https://www.associationforcoaching.com/page/WhatisCoachingSupervision>
- Adapted from: Hawkins, P., & Smith, N. (2013). *Coaching, Mentoring and Organizational Consultancy: Supervision, Skills and Development* (2nd ed.). Open University Press.
- Association for Coaching (www.associationforcoaching.com), European Mentoring and Coaching Council (www.emccuk.org) or International Coaching Federation (www.coachingfederation.org)

Who are the Coaching Supervisors?



Lisa Godfrey

Lisa is a member of the Association for Coaching, holds an ILM Level 7 coaching qualification and has completed the Professional Certificate in Supervision training programme at Henley. A nurse by background, Lisa is an experienced coach with over 30 years' experience in the NHS. Before joining NHS Elect in 2013, she held a number of executive director roles in acute Trusts. Lisa has a coaching style which draws on elements of positive psychology, and with a degree and post-graduate qualification in sociology, she has an interest in inclusive practice, particularly in supporting neurodivergent clients. She adapts her coaching practice accordingly, challenging clients where required, whilst also believing coaching can be fun. She seeks to ensure a positive experience for all clients.



Darren Leech

Darren is an experienced director and executive coach. He is head of the coaching faculty at NHS Elect and has an impressive executive and non-executive track record in pharmacy, health and education sectors. Darren retains an academic research interest and has regularly published work on leadership and coaching. He particularly enjoys working with senior clinicians and board members, providing 1:1 and team-based coaching support. Darren is a member of the Association for Coaching, holds an ILM Level 7 coaching qualification, a CertCE in Psychology and has completed the Professional Certificate in Supervision training programme at Henley.



Deborah Thompson

Deborah Thompson is an experienced executive coach and coaching supervisor with over 40 years in the NHS. Deborah has held a variety of Director-level leadership roles and holds an MSc and ILM Level 7 Diploma in Executive Coaching and Mentoring. She is a Fellow of the Institute of Leadership & Management (ILM) and member of the Association for Coaching. Deborah's coaching supervision style is humanistic, reflective, and ethically grounded, supporting coaches to grow with confidence. She uses supervision tools like the Seven-Eyed Model to deepen insight, encourage experimentation, enable autonomy and professional coach development.

Lisa, Darren, and Deborah are members of the Association for Coaching, which has specific networking, resources and continuing professional development for coaching supervisors.