

What is Coaching Supervision?

If you work as a coach, likely you will know that Coaching Supervision is advocated by all of the professional coaching organisations¹. Coaching Supervision is considered a powerful vehicle for deep learning and its benefits extend beyond the coach to include their clients and organisation. Coaching Supervision is not a 'policing' role - it is a trusting and supportive professional relationship provided on a one-to-one basis or more often, in a small group setting for coaches at all levels of experience. The coaching faculty at NHS Elect recognises the three functional areas of Coaching Supervision² to be:

- **Developmental** – concerned with the development of skills, understanding and capacities of the coach
- **Resourceful** – providing a supportive space for the coach to process the experiences that they have had
- **Qualitative** – concerned with quality, work standards and ethical integrity

Coaching Supervision is formal, protected time for facilitating a coach's in-depth reflection on their practice with a trained Coaching Supervisor. NHS Elect provides confidential Coaching Supervision that covers all aspects of coaching practice and promotes reflection, collaboration and challenge. This work can be conducted as 1:1 support or more commonly, on a small group basis.

Who can access Coaching Supervision via NHS Elect and, who do I need to speak to?

NHS Elect can support those working in a coaching capacity in the NHS. Those eligible will hold an accredited coaching qualification that is recognised by one of the major professional organisations in the field of coaching³.

To discuss your Coaching Supervision requirements and to find out more about how to access, please contact lisa@nhselect.org.uk or darren@nhselect.org.uk

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. With over 30 years' experience in the NHS and an experienced leader of transformational change and improvement, Lisa joined NHS Elect in 2013. Previously, she held a variety of executive director roles in acute Trusts and the charitable sector; including Directorships for Strategy and Service Transformation and Campaign Director for Patient Experience. A nurse by background, Lisa has also led a number of significant projects including service reconfiguration, major capital builds and cultural change programmes.



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, provides 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.

Lisa and Darren are both members of the Association for Coaching and also, the Association of Coaching Supervisors.

References

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