



Willmott Dixon 'School of Coaching'

COACHING SUPERVISOR

(THE CREATIVE COACHING TREE LTD)

Agenda

- ▶ Introductions
- ▶ Next steps & resources
- ▶ Getting started – concerns/ questions
- ▶ Ongoing development & support
- ▶ Best practice – self-reflection
- ▶ Best practice - contracting

Introductions

'Day Job'

- Role
- Area of the business
- Length of time with Company

Coaching experience

- Coaching experience so far- in the business/ outside
- Coaching studies/ training
- Professional membership (e.g., AC, ICF, EMCC)

Motivation to coach

- Why do you want to coach?
- What is your greatest strength as a coach?

Specialisms identified?

Coaching Pool – next steps, resources & support

- ▶ Coaching biography - specialisms
- ▶ Direct emails from prospective coachees
- ▶ Key documents:
 - ▶ **Coaching Agreement**
 - ▶ **First meeting**
- ▶ L&D Support
- ▶ External support: Coaching supervision meetings/ group development sessions

Getting started:

- ▶ Any questions?
- ▶ Any concerns - for example:
 - ▶ potential difficult conversations
 - ▶ time to devote to coaching.

Ongoing support & development

Ideas

- ▶ Establish a coaching community
- ▶ Meeting with other coaches – share experiences/ learn from others
- ▶ Regular CPD sessions – length/ frequency
- ▶ Individual supervision meetings
- ▶ Group supervision meetings

Best Practice Refresher

Self-reflection

- ▶ Self-reflection – before and after
 - ▶ Horns and halo –first impressions
 - ▶ What went well/ areas for improvement
 - ▶ Self-awareness: triggers, bias etc.
 - ▶ Emotional intelligence – how tuned in to the clients needs were you? (e.g., empathy, cues from language, body language).
- ▶ Coaching skills:
 - ▶ Listening, paraphrasing, questioning, challenging, observing, reframing...
- ▶ Ongoing development
 - ▶ Asking for feedback from the coachee
 - ▶ Coaching related CPD
 - ▶ Learning from colleagues
 - ▶ Supervision



Best Practice Refresher **Contracting**

- ▶ Rapport - chemistry
- ▶ Unconditional positive regard
- ▶ Boundaries –what is coaching
- ▶ Other forms of support - signposting
- ▶ Create a confidential space
 - ▶ Data privacy - note-taking
- ▶ Punctuality
- ▶ Integrity and ethics

Conclusion:

Any final questions/ thoughts?



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Thank you for your time

&

best of luck in your coaching practice!



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