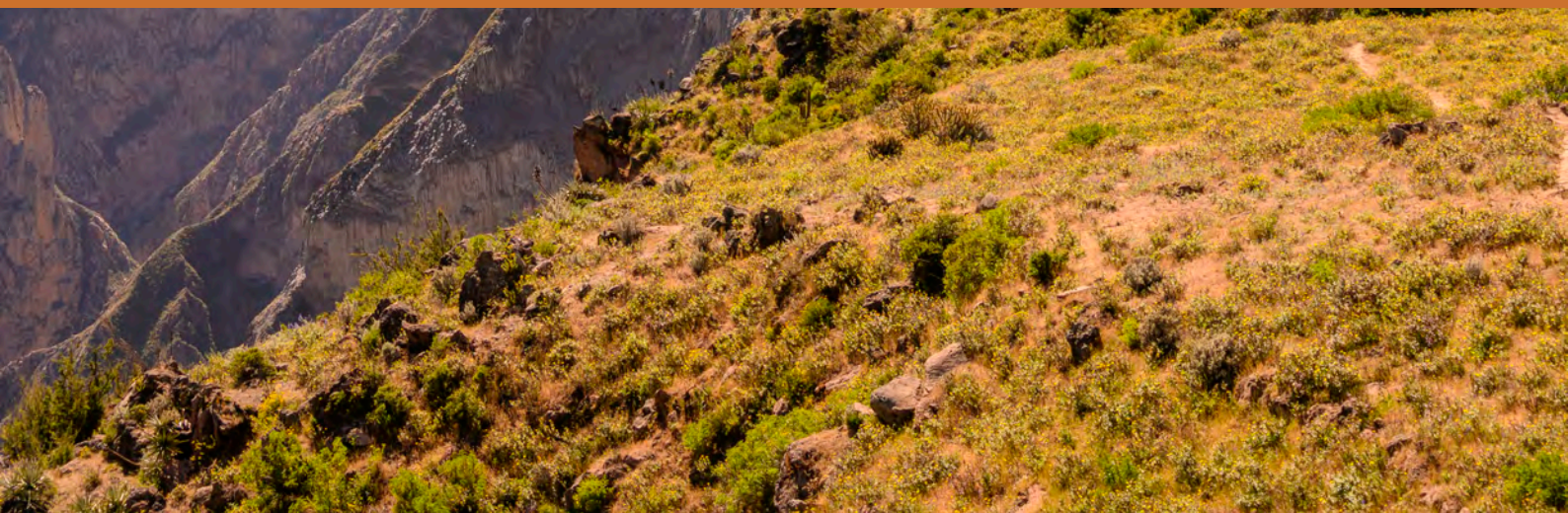




EMCC Level 5. Diploma in Coaching Supervision



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WELCOME TO THE PROGRAMME

Programme Purpose

The purpose of this programme is to train, qualify and accredit coach supervisors.

Audience

The course has been developed for experienced coaches, operating at the level of Senior Practitioner (with EMCC Global or AC), PCC (with ICF), Level 7 (with ILM) or any other equivalent accreditation status.

Accreditation

Successful completion of the programme includes meeting all the EMCC Global training requirements for individual accreditation as a supervisor.

If they have accumulated sufficient practice hours, graduates will obtain the internationally recognised ESIA supervisor accreditation with EMCC Global.

The course fee includes the cost of accreditation, and one full year of EMCC membership.

Process

We apply an experiential learning approach combining taught input, reflection and dialogue, practice in a safe environment, detailed feedback, and experimentation with live clients.

COURSE OVERVIEW

Course Timings

We have designed this programme to align well with the life of a busy professional. Training sessions are short and well-spaced over 12 months. We have chosen dates to avoid most school holidays.

Course Components

The programme is focused around 20 live, virtual training modules.

In addition to their ongoing practice, participants will maintain a learning journal, attend four self-managed reflective learning group sessions, submit and receive feedback on two recorded supervision sessions, participate in the online group discussion, write a 2000-word essay, review the essays of their learning group members, and carry out a final self-assessment exercise.

Learners will also begin and end the course with a 1:1 tutorial with course faculty.

THE COURSE AT A GLANCE



20 live training modules



2 x Feedback on a Recorded Session



4 self-managed learning groups



Ongoing Reflective Journal



1:1 & Group Supervision Practice



2000-word assignment













Online Learning Environment








Assessment and Accreditation

THE BIGGER PICTURE

Dates and times for the next cohort can be found at <https://supervisortraining.org>

Module	Session	Course Work	
Foundations of Supervision	1. Programme Introduction		<div style="display: flex; flex-direction: column; align-items: center; justify-content: center;"> <div style="border: 2px solid #e67e22; padding: 10px; margin-bottom: 20px;"> 20 Module Quizzes and Reflective Journals </div> <div style="border: 2px solid #e67e22; padding: 10px; margin-bottom: 20px;"> 40 hrs Individual Supervision Practice </div> <div style="border: 2px solid #e67e22; padding: 10px;"> 10 hrs Group Supervision Practice </div> </div>
	2. Supervision Competences and Capacities		
	3. Supervision Process – The 7-Eyed Model		
	4. The Supervision Alliance: Contracting		
Functions of Supervision	5. Normative: Reflective Practice		
	6. Formative: Developmental Interventions		
	7. Restorative: Resourcing Interventions		
Relational Approach	8. Parallel Process		
	9. Psychodynamic Approach		
	10. Relational Lens		
Supervising Groups	11. Working with Groups – Practicalities		
	12. Working with Groups – Group Dynamics		
	13. Working with Groups – Practice		
Your Supervision Approach	14. Creative Approaches to Supervision 1		
	15. Creative Approaches to Supervision 2		
	16. Personal Supervision Model		
Supervision in Action	17. Ethics – Dilemmas and Maturity		
	18. Maintaining a Professional Practice		
	19. Presentation: Your Supervision Model		
	20. Graduation – Sharing your Learning		

 1:1 Tutorial
 Recorded Session & Feedback
 2,000 Word Assignment
 Self-Assessment
 Group Meeting

MODULE 1. FOUNDATIONS OF SUPERVISION

Learners will discover the basics of supervision. Learning groups will be established and will meet for the first time. Individuals will also pair up with each other to form practice supervision pairs and will start supervising each other in their own time. Reflective Journals will start and learners will contribute to the online community discussion forum.

Session 1

Programme Introduction

Overview. What to expect. Introductions. Course contract. Learning Platform.

Session 2

Supervision Competences and Capacities

Defining Supervision. Working with the Supervision Competence Framework.

Session 3

Working with the 7-Eyed Model

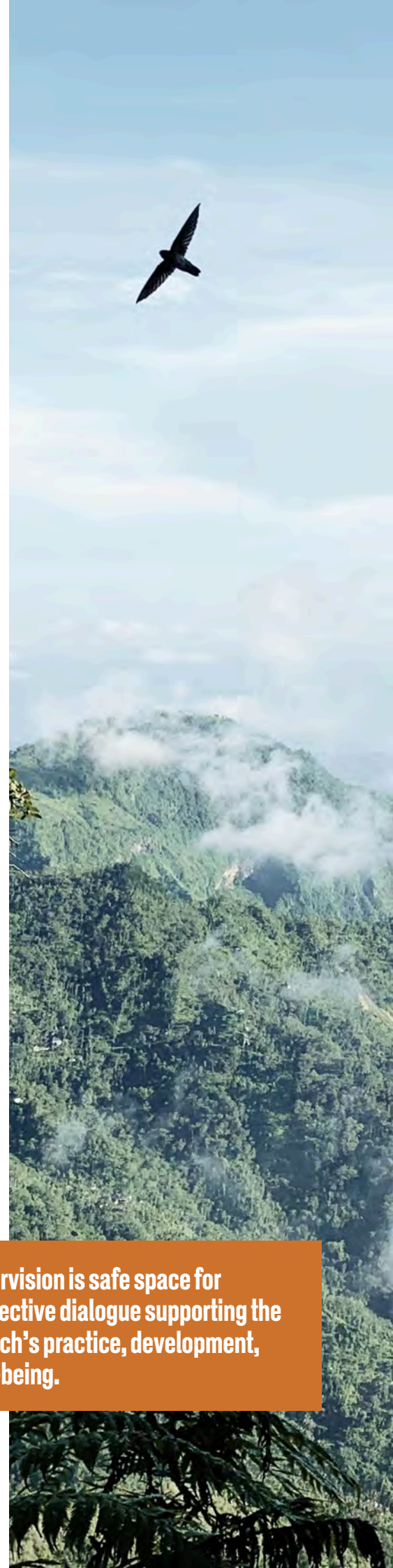
Demonstration. Applying the 7-Eyed supervision model. Introduction to Parallel Process.

Session 4

Supervision Alliance - Contracting

Establishing a working alliance between supervisor and supervisee.

Supervision is safe space for reflective dialogue supporting the coach's practice, development, and well-being.



MODULE 2.

FUNCTIONS OF SUPERVISION

This module contains three sessions and a recorded supervision exercise. We introduce Proctor's three functions of supervision: Normative, Formative and Restorative. The intention is to establish and embed essential supervision skills by the end of the first term, so that learners are set up for success.

Session

5

Normative: the Qualitative Function

We explore what it means to be an effective reflective (and reflexive) practitioner.

Session

6

Formative: the Developmental Function

How the supervisor supports the supervisee to improve their competence as a coach.

Session

7

Restorative - the Supportive Function

How the supervisor supports the supervisee to resource themselves, remaining fit to practice.



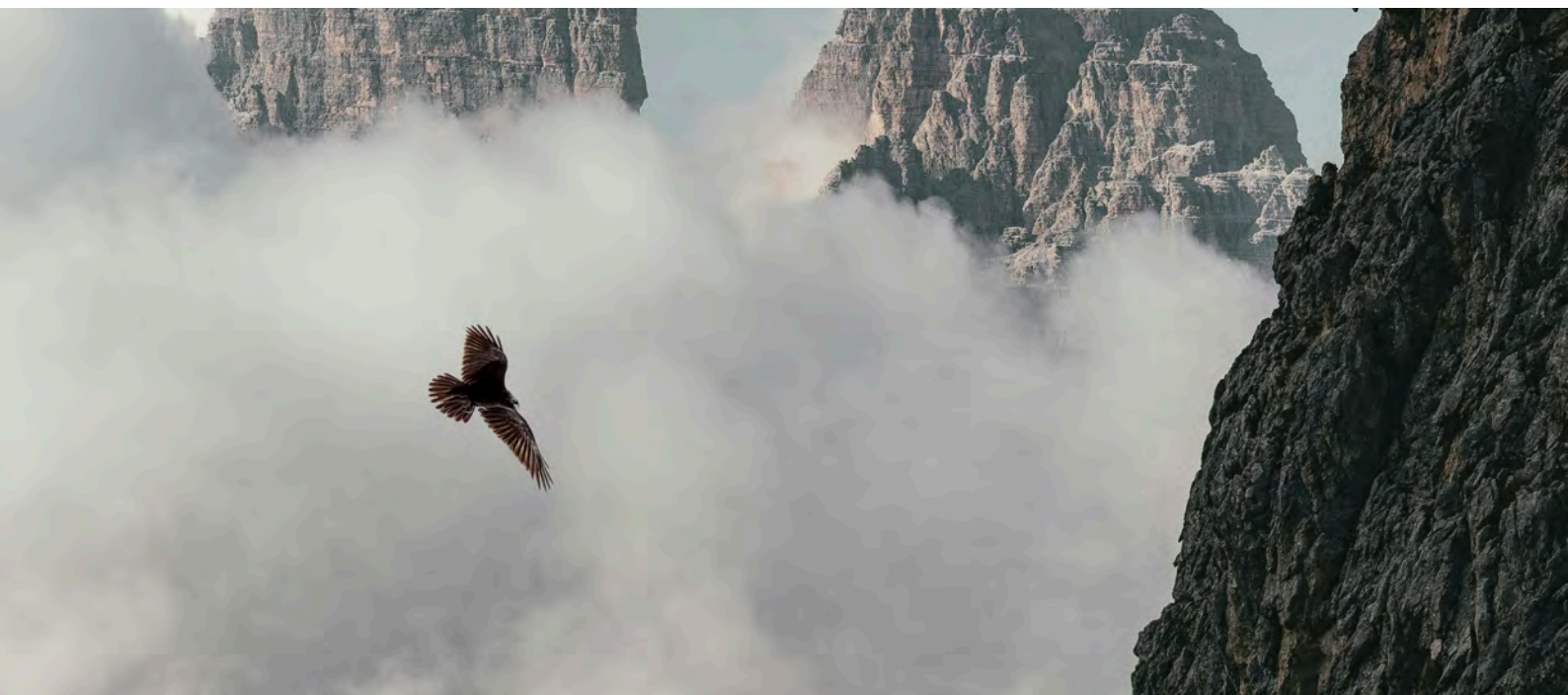
Recorded Session

Between Sessions 7 & 8 learners will record one of their supervision sessions.

Learners will provide feedback to each other on their recorded sessions.

Written feedback will be provided by a member of faculty.

Learners will collect feedback and use this to inform their ongoing learning objectives .



MODULE 3. THE RELATIONAL APPROACH

Having established basic supervision skills, we take a deeper dive into the psychological dimension of our work as supervisors. Our practice is rooted in the 'relational approach', drawing on psychodynamic theory and humanism. These sessions introduce essential knowledge for competent practitioners of supervision, and provide opportunities to apply it.

Session
8

Parallel Process

Noticing, understanding and working explicitly with 'parallel process'.

Session
9

Psychodynamic Approach

Defence mechanisms, transference, counter-transference, projection, projective identification.

Session
10

The Relational Lens

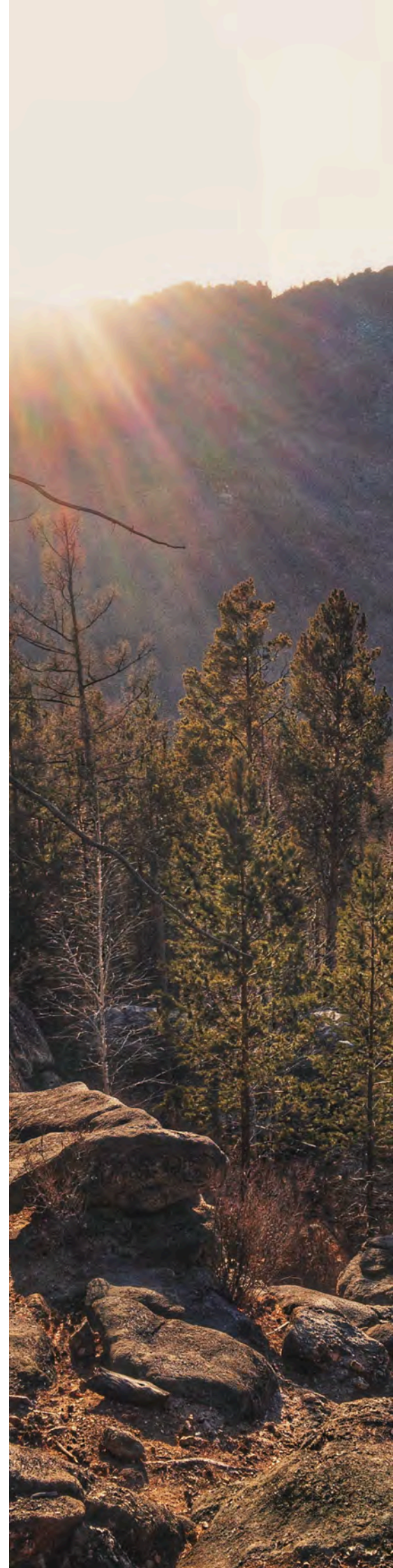
Understanding Social Constructionism and a narrative interpretation of the self.



2000 Word Assignment

At the end of this module we introduce the 2000 word essay. This is a reflective exercise in which learners consider their supervision journey so far and consolidate their thoughts.

Social learning is an important aspect of this course. Learners will meet informally, in small groups to present and discuss their work.



MODULE 4. SUPERVISING GROUPS

We dedicate an entire module to the practice of supervising groups. This is a more sophisticated and complex practice requiring skills that go beyond supervision.

We provide opportunities for learners to explore a role that combines pure supervision, facilitation of group dynamics, managing a process, and harnessing the collective intelligence of the members of the group.

Session
11

Groups: Practicalities

Creating the container and holding the space for groups of supervisees.

Session
12

Groups: Interpersonal Dynamics

Managing complex group dynamics and ensuring all group members benefit equally.

Session
13

Groups: Practice and Feedback

Taking risks, listening, valuing different perspectives, having real conversations.

Progress Update

Since Session 1, learners have accumulated at least twenty hours of 1:1 supervision experience and are developing their personal style.

They have completed two facilitated reflective learning group meetings, provided feedback to each other on a recorded supervision session and are working on their 2000 word consolidation essays.

Learners have also submitted 10 reflective journal entries and participated in the online discussion forum.





MODULE 5. YOUR SUPERVISION APPROACH

At this stage in the programme, learners are encouraged to experiment and stretch the boundaries of their practice as supervisors. We introduce creative approaches to supervision and invite learners to identify ways of working that are authentic and unique to them. They may discuss this in their third reflective learning group, which takes place now.

Session
14

Creative Approaches to Supervision 1

An enquiry into freedom, stuckness, spontaneity and not-knowing. Working 'live'.

Session
15

Creative Approaches to Supervision 2

Practicing and experimenting with working in a creative way. Working 'live'.

Session
16

Your Supervision Model

Developing an individualised model of supervision and applying it authentically.

“The programme has taught me that supervision is a profession, just like coaching is. One cannot simply switch from practicing as a coach to working as an coach supervisor.

“It has been fantastic to train with and learn from such experienced professionals.

— Course Participant

MODULE 6. SUPERVISION IN ACTION

During the final module learners will be preparing for graduation and their future practice as qualified supervisors. Learners will start collecting feedback from their supervisees and complete a process of personal self-assessment against the learning outcomes, with reference to the EMCC Supervision Competence Framework.

Learners will also complete their fourth and final reflective learning group session during this period.

Session
17

Ethical Dilemmas in Supervision

Exploring ethical dilemmas and developing ethical maturity as practitioners. Practical Exercise.

Session
18

Maintaining a Professional Practice

Best practice for CPD, supervision, reflective practice, ethics, record keeping and more.

Session
19

Presentation of Personal Supervision Models

Learners will share their personal supervision models with other cohort members.

Session
19

Graduation

Sharing overall learning and personal outcomes from 12-month journey.

Recorded Session 2

At this time, learners will record another supervision session.

This will be reviewed by faculty and will play a part in the overall assessment of candidates, resulting in their graduation from the programme, and accreditation with EMCC Global.





COURSE COMPLETION

Assessment

Assessment is not based on a simple pass or fail approach. We support learners throughout the programme to develop, at their own pace and in their own way to achieve a successful outcome.

Attendance

It is essential that learners attend a minimum of 80% of all sessions. Missed taught input sessions must be made up by watching the recording and undertaking agreed catch-up homework.

Total Qualification Time:

We estimate that this programme will take a minimum of 150 hours of learner time. Individuals may choose to spend longer than this, exploring areas of interest, or collecting additional practice hours.

150 hours (estimated)

20 x 2.5hr Zoom Modules	50 hours
1:1 Supervision Practice	40 hours
Group Supervision Practice	10 hours
Homework	50 hours
Total (maximum estimate)	150 hours

CERTIFICATION AND ACCREDITATION

Certification



On successful completion, learners will be awarded the Diploma in Coaching Supervision and, if they meet the accreditation criteria, will be referred to EMCC Global for individual accreditation: ESIA.

Accreditation Criteria

- Successful completion of the programme
- Membership of EMCC Global (c.150 Euros/year)
- Minimum of 120 supervision practice hours
- Minimum of 10 Supervisees

Prior Experience

Candidates may include prior experience as a supervisor towards their total practice hours.

Graduates without 120 hours practice experience may return within twelve months with their completed log books and we will facilitate their accreditation (if they have continued to receive supervision and attend CPD).

EMCC Membership

As mentioned earlier, the course fee includes the cost of the accreditation (which lasts 5 years) and one full year of EMCC UK membership. It is the responsibility of the individual participant to renew their membership with EMCC when this expires, after twelve months.



ONLINE LEARNING PLATFORM

We use a very user-friendly online learning platform which acts as a secure base for all the work that we do over the 12-month period.

All the handouts contained within the programme will be available here, along with homework assignments and space for community discussion.

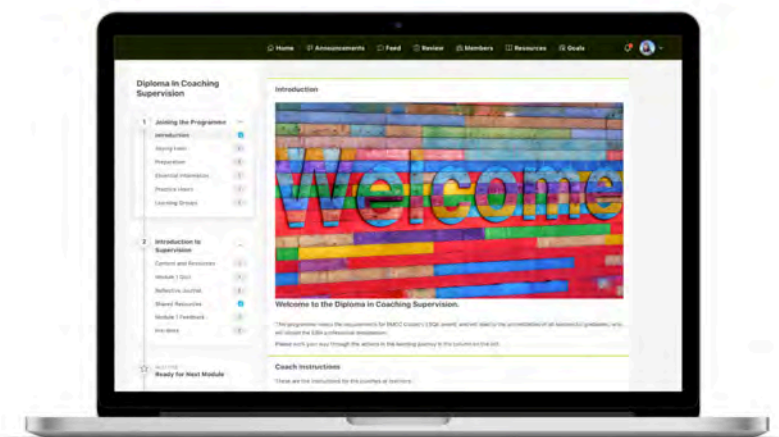
The platform acts as a container for the learning journey undertaken by participants.

Each module gets unlocked at the right time, and all learner requirements are made clear and visible.

Progress is indicated visually, and overdue tasks are highlighted.

Each module has a Community Discussion area where participants will share resources and reflections. Sessions are also followed up with a fun quiz.

The reflective journal activity is an important part of the process: during the second half of the programme, we encourage social learning by partnering participants with each other to review each other's reflections.



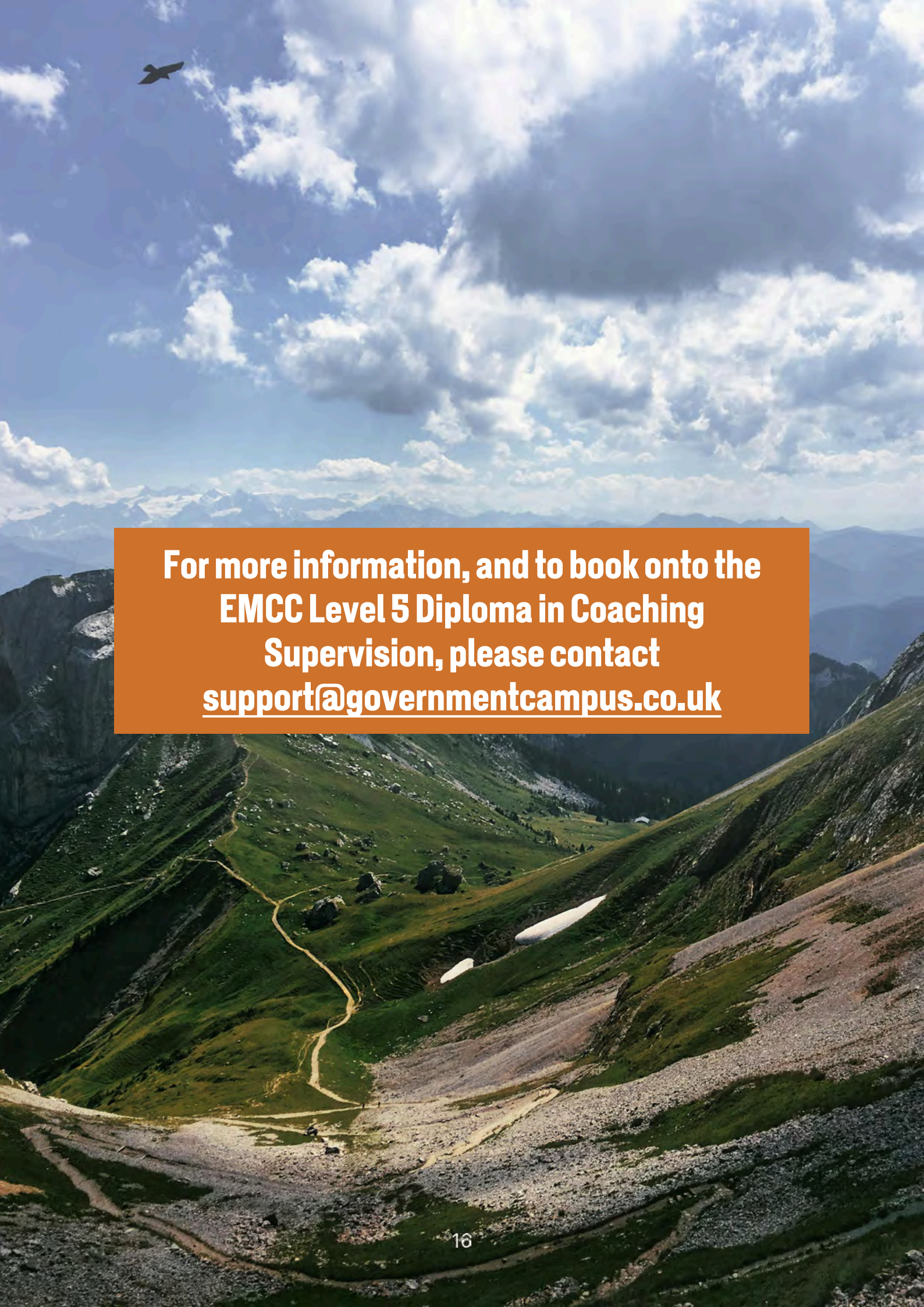


COURSE TESTIMONIALS

“ The Diploma in Coaching Supervision program was an intense and inspiring journey. Tom and the team provide depth at different levels, from theoretical knowledge to reflexivity in the wider context. It has enriched me as a person, coach, and supervisor!

“ The programme to become an ESIA accredited supervisor, has been a great experience, personally and professionally. I'd do it again. Be aware that the journey on this ship isn't a tropical, fully serviced, all-inclusive sunny cruise. You must do the work. But once you disembark, you'll have met lovely people and have had unique experiences. I'm taking home a suitcase of souvenirs to be put into practice.

“ The programme contains so many useful and surprising components needed to be a professional supervisor and role model! It is a huge enrichment for me as a master coach, and I look forward to applying this knowledge with other coaches and thus further professionalising the coaching profession.



**For more information, and to book onto the
EMCC Level 5 Diploma in Coaching
Supervision, please contact
support@governmentcampus.co.uk**