



ACADEMY OF  
LEADERSHIP &  
MANAGEMENT



# Coaching and Leadership Supervision

Developing Your Professional Practice:  
**Coaching Supervision and Beyond**

---

**A ONE YEAR LEARNING JOURNEY  
ACCREDITED TO ILM LEVEL 7**

# Developing Your Professional Practice: Coaching Supervision and Beyond

This one year programme is designed, primarily, for those who wish to develop the skill-sets of coaching and leadership supervision as part of their practice. This programme is unique in recognising, developing and accrediting both elements of that work. It is designed for those who work either in-company or as independent coaches.

The programme also includes training in the use of the Coaching Signatures Profile® (CSP) leading to the award of Accredited Coaching Signatures Supervisor (ACSS) status. This gives complimentary membership of the ACSS Community of Practice, a peer group devoted to developing and supporting professional supervision. The CSP is a unique diagnostic tool with which to help build your supervision practice.

## Why Supervision?

Supervision of practice is the norm in many professions, in particular counselling and psychotherapy, but is increasingly a requirement of many professional associations and bodies involved in the development of others. It means growing and supporting “the reflective practitioner”. How one adds value to that reflection, how one increases the quality of the time spent in learning and growing practice in both coaching and leadership contexts is the focus of this programme.

## Why Coaching Supervision?

Our belief is that coaching is a craft skill and therefore requires the continual development and review of one’s style and approach, together with an increased appreciation of the dynamic of the coaching relationship and the system in which all are working.

Not only does this programme support the development of your own coaching supervision practice, but also develops your effectiveness as a coach, keeping your own “axe sharp”.

## Why Leadership Supervision?

Many professions require effective supervision to be undertaken. Innovatively the programme also supports supervision practitioners in any professional relationship where reflective and reflexive practise are an important component of the support and development of professional competence.

This programme qualifies participants to supervise people working in all contexts of leadership.

### You can expect:

- New insights into yours and your supervisees professional practice
- A wealth of new tools, techniques and skills
- A safe, supportive space in which to develop
- To be challenged intellectually and in developing your practice whilst supported by skilled tutors and like minded peers
- A stimulating, engaging and practical programme to accelerate your coaching and leadership supervision practice

## Why choose this programme and us?

We know that there are other ways you can spend your time and money be it yours or your organisations, therefore careful selection of the programme and the provider is key. Please call or make contact to explore the programme and our approach further so we can ensure that this is the right choice for you. Here we outline our ideas, see if they fit with what excites you, and where your ongoing CPPD energy is flowing.

### Our Design Values in Co-Creating and Supporting Your Learning Journey

We have sought to design a highly interactive, collaborative, stimulating and engaging programme. The programme is practical and pragmatic, based on ILM's approach of "action research" – that is carrying out your own practice, reflecting upon it, and then integrating it with theory, in order to create, by the end, your own signature style.

The core learning group size is kept deliberately small at 6, in order to create the space for debate and for personal and group reflection. Different points of view, stances and paradigms will be presented, and explored. Participants will be encouraged to debate and integrate these for themselves to arrive at their own signature practice and presence as supervisors of reflective practice and as reflective practitioners themselves. You will find the programme both challenging and immensely rewarding, and ultimately, a way of significantly enhancing your coaching and supervision practice for existing clients and attracting new ones.

### Your One Year Learning Journey

The programme will be delivered, with the use of workshops, 1 to 1, small groups, syndicates, web based forums, video, audio and written materials. These are blended to create a learning journey to suit all styles.

The programme will be in three themed parts - run over one year

- Part 1: Understanding the Principles and Practice of Coaching and Leadership Supervision
- Part 2: Undertaking Coaching and Leadership Supervision, (leading to a period of extended practice)
- Part 3: Reflecting on Your Own Ability to Perform Effectively as a Coach and Leadership Supervisor

### Recognising Your Learning Journey: ILM Level 7 Qualification

The programme is accredited by the Institute of Leadership and Management (ILM) through the submission of written assignments, spread throughout the programme, designed to be stretching and yet broken into manageable parts. Together they can build to a Certificate (requiring the completion 30 hours of supervision practice) or to the Diploma (requiring a further 70 hours). The Diploma is the equivalent of 44 CAT points at Masters degree level. The programme is geared toward achieving the Diploma, but the Certificate is an option, along the way.



The programme includes training to become an Accredited Coaching Signatures Supervisor (ACSS) able to administer the Coaching Signatures Profile® (CSP).

The CSP is a metaphor-rich, profiling tool used to inform current and emerging coaching practice through raising self-awareness. It allows identification both of your own natural coaching signature together with the way in which this changes in relation to different clients and contexts over time.

[www.coachingsignatures.com](http://www.coachingsignatures.com)

## Programme Structure Overview:

---

### Part 1: Understanding the Principles and Practice of Supervision, 12 weeks

- 1 day introductory workshop followed by a 2 day workshop;
- 2 hours of 1 to 1 supervision;
- Min of 1 peer group supervision of 3 hours;
- An assignment, "Understanding the principles and practice of coaching and leadership supervision in organisations"; broken into 10 sub parts, one per week over 12 weeks. All given in advance, for overview.

#### Programme to include:

- Context and Role of Supervision;
- Contracting;
- Reflective and Reflexive Learning Practice;
- Sense of self and role;
- Commercial frame of supervision; setting up your supervision practice;
- Coaching and supervision process models;
- Dialogic, constructivist and diagnostic approaches to supervision and coaching;
- Ethical Practice;
- The distinct practices of Leadership supervision and Organisational supervision;
- Getting going;
- Reflections and review.

## Part 2: Undertaking Coaching and Leadership Supervision, leading to a period of extended Practice, 24 weeks

- 3x1 workshop days;
- 4 hours of 1 to 1 supervision;
- Min of 2 peer group supervision (3 hours each);
- Written assignment: “Undertaking a period of coaching supervision” involving the completion of 30 hours of supervision (10 hours with groups, 20 hours 1 to1) and its review.

### Programme to include:

- Exploring the Supervisor/Supervisee relationship;
- Integration of Supervision Theory into Practice;
- Group Dynamics and reflective practice;
- Developing your practice; finding clients and people to work with;
- Developing your own reflective practice and harvesting your learning;
- Use of 360 Feedback and other diagnostic tools; tools as narrative;
- Coaching Ecology and Supervisor-Supervisee “Landscapes”;
- Using Coaching Signatures in supervision;
- Reflections and review.

## Part 3: Reflecting on Your Own Ability to Perform Effectively as a Coach and Leadership Supervisor, 12 weeks

- 3x1 workshop days;
- 4 hours of 1 to 1 supervision;
- Min of 2 peer group supervision sessions (3 hours per session);
- Assignment: “Reflecting on your own ability to perform as a coach and leadership supervisor”, completed as one review, developed over the module, to complete the Certificate;
- Planning the further 70 hours of supervision (10 hours with groups and 60 hours one to one) to achieve the Diploma.

### Programme to include:

- Supervision responsibilities;
- Developing your supervision approaches and practice;
- Signature presence and style;
- Continuous Personal and Professional Development;
- Reflections and review.

# Your ILM Qualification

## Who are ILM?

The Institute of Leadership and Management (ILM) is an international organisation offering qualifications for leadership and management. It is a professional membership body for leaders and managers with over 25,000 members world wide.

As part of this programme, you receive free student membership, which gives you access to their extensive range of learning resources. There is then an option to join the Institute on completion of the programme. You can find out more at [www.i-l-m.com](http://www.i-l-m.com).

## What is ILM Level 7?

ILM has developed over many years of research and insight into best practice, a range of regulated qualifications are now delivered under the distinct 'ILM' brand by the City and Guilds Group.

ILM Level 7 Diploma is their most demanding qualification designed to accredit leading practitioners in a field of practice. It is set at Masters level and requires candidates to "critically analyse" their practice. This level 7 diploma is worth 44 CAT points towards the 180 needed for a Masters degree.

## Why ILM Level 7?

As part of City and Guilds, and with its rigour, this qualification is recognised internationally. That means you can transfer it to other Masters level programmes and be sure it will be accepted. Many organisations when asking for evidence of professional competence will express these in terms of "ILM Level 7 or equivalent". Level 7 is arguably becoming the de-facto standard required to be a practitioner in the field.

## Who are The Academy of Leadership and Management?

The Academy of Leadership and Management (ALM) are our chosen partners in providing the accreditation for this programme.

They are an ILM approved learning centre committed to developing outstanding leaders and managers, coaches and mentors, and business advisers.

Their approach is results focused while providing a personalised learning experience for both students and organisations. They share our values in striving to make professional development as engaging, rewarding, and accessible as possible: delivering ILM courses through a combination of practical work based programmes and distance learning. This emerges in courses that are designed for the specific needs of every individual or organisation, leading to globally recognised qualifications.

## Your Tutors



### Patti Stevens

Patti founded the Coaching Supervision Consultancy Limited (CSC Ltd) in 2004 to meet the Professional Supervision requirements of practitioners working within Coaching, Leadership, Consultancy, and People Development.



Having gained extensive business, coaching, counselling and supervision experience both in the private and public sector spanning over 30 years, Patti works with many and varied corporate clients and institutions across all levels of organisational structure whilst also maintaining a private supervision, executive coaching and psychotherapy practice.

Through the professional supervision relationship, Patti quality assures coaching provision by monitoring, evaluating and developing coaches, leaders, consultants and those involved in people development work to integrate and sustain both best practice and coaching performance delivery together with continuing personal and professional development (CPPD). To this end Patti has evolved and developed the unique Coaching Signatures Profile® which she uses in her own practice whilst also developing and accrediting other supervisors to use the tool.

She was Co-Founder in 2004 and Board Director until 2014 of the Association for Professional Executive Coaching and Supervision (APECS) and is currently Visiting Associate and Coach-Supervisor at Oxford Brookes University, a position she has held since 2000.

Patti's professional qualifications include; Diploma in Supervision for Coaching and Mentoring (Oxford Brookes University); MSc in Psychological Counselling and Psychotherapy (Roehampton, Surrey University); Post-Graduate Diploma in Organisational Psychology and Psychiatry (Kings College, London); Diploma in Professional Coaching and Mentoring (OSC&M); a BSc in Psychology (Brunel University); CSCT Diploma in Counselling and a City and Guilds, Further and Adult Education Teachers Certificate.

Extensive CPPD has taken place over many years which continues to be undertaken and enjoyed!



### Jeff Matthews

Jeff has built a strong reputation over the last 25 years as a coach, team coach, coach supervisor and facilitator of learning. His approach is one of building on the strengths and resources that clients bring, adopting a solution focussed approach that creates energy and commitment to change for those he works with.



His style is a blend of energy and enthusiasm combined with a deep understanding of the dynamics of human interaction. He has the ability and experience to work across a very wide range of roles and organisations having coached many individuals and teams in many different contexts. He has a particular interest in supporting the development of effective working relationships and “professional conversations” in all their forms in organisations, particularly around performance.

He has extensive experience in public and private sector organisations, including local government, NHS, financial and engineering sectors. He has developed over 200 coaches in the last 5 years to ILM qualifications.

Jeff is an APECS Accredited Executive Coach, has a Diploma in Strategic Leadership Team coaching (AoEC), Coaching Supervision Certificate (Bath Consulting), Certificate in Brief Solution Focused Therapy (B'ham Uni) and is an approved Spiritual Director in Worcester Diocese. He is also Coaching Signatures accredited, MBTI Certified and maintains a very keen interest in his CPPD.



## Your Next Steps

For more information and an obligation free conversation, talk to us:

**Patti Stevens ++44 (0)1491 579134**

**Jeff Matthews ++44(0)1527 894387**

To get an application form or to reserve your place e-mail us:

**[patti.stevens@coachingsupervision.co.uk](mailto:patti.stevens@coachingsupervision.co.uk)**

**[jeff@the-madison-group.co.uk](mailto:jeff@the-madison-group.co.uk)**

