

Group Supervision for Team Coaches

NEW Globally Diverse Group Supervision Series for Team Coaches

Starting 13th October 2023 on Zoom



“Having supervision is a fundamental aspect of continuing personal and professional development for coaches, mentors and consultants. Supervision provides a protected and disciplined space in which the coach can reflect on particular client situations and relationships, the reactivity and patterns they evoke in them and, by transforming these lives in supervision, can profoundly benefit the coachee, the client organisation and their own professional practice”
Hawkins, 2010.

Constantly attending to our learning and growth is vital and that is where supervision is essential. All the major professional coaching bodies now recommend supervision as an essential part of continuing professional practice and development.

The goal of coaching supervision is much more systemic and wholistic; it supports your ongoing overall growth and development as a coach. Having said that, supervision for team coaching is even more critical due to the challenges and complexity of the team dynamics as well as the wider systemic context of the team.

To cater for this new emergent field in coaching supervision and to support team coaches, I’m starting a new virtual group supervision series for Team Coaches inviting diversity and global mindsets into our reflective learning space. Whether you are coaching teams face to face or virtually, do join us if this resonates with you!

The group will be for up to **4 experienced coaches**, with a **minimum of two years of team coaching experience**, who would like to come together to explore, reflect and learn on different aspects on your personal and professional development and growth.

“The effective team coach is comfortable with the notion that learning to coach teams is a never-ending journey, is comfortable with ambiguity and is committed to a pathway of ongoing learning and development.” **Paul Lawrence, 2019.**

We meet **6 x 2-hour** virtual sessions over the course of a year on zoom. Some of the themes you can bring and, but not limited to, the following:

1. Contracting and processes in a team coaching.
2. Lack of confidence in your skills and competencies as a team coach.
3. Structure in your team coaching engagement.
4. Supporting a team in building trust and accountability in challenging uncertain times.
5. Working with team dynamics in a newly formed regional and/or global team.
6. Experiencing sabotage of the team coaching process by the team leader.
7. Reflecting on your team coaching practice, what's working and what's not?
8. Connect with a group of likeminded team coaches, learn about the team dynamics.
9. Dealing with cross cultural misunderstanding and unconscious bias.
10. Receiving constructive feedback about your own process from your supervisor and peers.
11. Building confidence in yourself to lead complex teams.
12. Gaining new insights and exploring new options.
13. Understanding of dynamics and bringing out parallel process you might not have seen before.
14. Adopting a more systemic view in your practice and psychological underpinnings.
15. Resourcing yourself and feeling heard and supported.

We will take a deep dive and explore emerging and recurring themes, give and receive feedback related to your team coaching client work and issues, reflect on your presence and being; and understanding self as the instrument of your work.

"It is very difficult to see the sea in which you are swimming". Hawkins, 2021.

You can bring either your team coaching client work, contractual challenges in a complex environment, personal reflections, some ethical dilemmas across cultures and complex teams and anything else you feel might be useful for you to address in a group supervision session.

I want you to know that *"Everything is welcome"*. We will co-create and design how we want our learning space to be and what qualities it will embrace.

My approach to Group Supervision

"Somewhere beyond right and wrong, there is a garden. I will meet you there." Rumi



*"When I hire a supervisor, I want someone who will walk with me, and create a reflective space in which I can become curious and all aspects of my work. One way of describing what supervision does is to think of it as a process of **Reflection, Insight and Support**. Supervision enhances 'seeing'- the seeing into one's practice, the illumination of subtle processes in coaching conversations and of blind spots in oneself and in one's thinking."*
Edna Murdoch, CSA.

As I CSA trained and accredited supervisor, focusing on Relational Presence is at the heart of my supervision practice and Who I am as a supervisor, then comes the supervision tools and techniques. I draw upon a wide range of models and approaches. As an example, I use Peter Hawkins' Seven Eyed Process Model and the Ten Modes of Supervision Model. As I am also an experienced Systemic Team Coach trained on Peter Hawkins' methodology, I am always inviting my supervisees to reflect systematically and reflect on their strengths and blind spots. I am also a Gestalt trained coach, so I work with Gestalt principles in supervision, I use constellation, group dynamics, reflective practice, transactional analysis, the drama triangle amongst other modalities and approaches.

Your Investment

The fee for each session will be **£180** per team coach, with a total cost of **£1,080** per person for the whole year. You will need to pay 50% at the start of the programme and the remaining 50% will be payable half way through the programme.

As this group will come from diverse global regions and I'm based in Dubai, UAE (GST), these sessions will be scheduled from 14:00 – 16:00 GST (Gulf Standard Time).

For more information, please contact Leila Rezaiguia at leila@kompasconsultancy.com

About Leila Rezaiguia



Leila Rezaiguia (*PCC, ORSC, NLP, STC*) is a multi-lingual CSA Faculty & Accredited Coach Supervisor, Executive & Systemic Team Coach, Coach Trainer and ICF Mentor Coach. She is renowned for her high energy, enthusiasm, passion, fun-loving nature, and her love for building connections, empowering and working with people from diverse cultures, with over 25 years in public and private sector across 5 continents. Leila lives between Dubai, UAE and Bodrum, Turkey.

As the co-founder of Kompass The Coaching Company and as the Head of Academy of Executive Coaching (AoEC UAE covering GCC and Levant), Leila believes that being the best coach, mentor and supervisor you can be is about being a wholehearted human being connecting with others at the human level. She strives to consistently connecting with her diverse clients by showing up wholeheartedly, so they connect with who they truly are as they co-create their sacred relationships and do the work together.

For that, she is commitment to:

- 🌟 Practising Self-Care
- 🌟 Uncovering her creative self
- 🌟 Living a life in harmony with the ebbs and flows of nature's cycles and her own life cycles
- 🌟 And examining her role and responsibility towards future generations

Through her coaching and supervision practises, Leila offers her diverse clients the same opportunity to pause, reflect and evolve into the next stage of their growth.

When she's not working, Leila is self-caring for herself, travelling, gardening, cooking, hosting, swimming and enjoying life.

"Learning to coach a team is a subtle process. It can't be reduced to a single training experience, even a prolonged one, and certainly not to the elements of competency-based accreditation process."
Catherine Thornton, 2019.

