



Supervision for Internal Coaches

Business Driver

As the coaching profession matures, organisations that have a significant internal coaching capability have recognised the need to put supervision on a professional footing. Whilst internal coaches are a cost effective means of extending a coaching culture, some organisations have also encountered ethical, quality and management issues as internal coaches have been used more widely. Our 'supervision for internal coaches' offering is designed to reduce these risks by maximising the business impact, skills development and professionalism of internal coaches.

In a Nutshell

Our objective is to implement a supervisory framework for internal coaches that :-

- ✓ aligns the objectives of the coach, coachee and the organisation
- ✓ promotes and maintains a comprehensive 'contracting' process throughout the coaching cycle
- ✓ continues the development of coaching skills in line with the ICF core competencies and code of ethics
- ✓ supports the coaches through specific coaching challenges on a 'case by case' basis
- ✓ facilitates the development and inclusion of internal coach supervisors over time

For an internal coach who is coaching at least an average of one hour per week then a typical supervision programme would comprise:-

- ✓ A bi-monthly one hour individual supervision session
- ✓ A bi-monthly half day group supervision session with up to five other internal coaches present

Advantages & Benefits

121partners uses specialist coach supervisors who have been coaching for over ten years and whose track record includes the training of coach supervision as a distinct skill, separate from coaching itself. We manage this resource within a clear coaching and supervision framework that is aligned to International Coach Federation standards. The business impact of this offering is confidence from line managers and HR sponsors that internal coaches in your organisation are coaching in a clear professional framework and generating measurable business benefits.

Case Studies

121partners designed and implemented one of the first internal coach supervision frameworks at Logica plc to support a team of 15 accredited internal coaches who are operating at senior management level in strategic, international coaching programmes.

In this programme, we assisted in the design of the supervision framework, launched the programme and engaged Master Certified Coaches from the International Coach Federation, who were also experienced coach supervisors.

Testimonials

"121partners have been very professional and adaptable in their work with us. They have shared their expertise and been a valuable source of coaching information to help us build the coaching pool programme"
Samantha Baker – Regional Coordinator, West Midlands Local Government

" We have built a strong, high trust relationship with 121partners which allows us to resolve issues quickly and be confident that they have the network and the professional standards to offer us the leading coaching solutions in the marketplace today"

Mark Waight – Group Management Development Director, Logica plc

"Working with 121partners exceeded my expectations primarily because the relationship has been a partnership rather than a traditional client contactor relationship .It has been a relationship where we have resolved things jointly."

Geoff Hughes, Director of Adult and Services, Herefordshire Council