

Jo FOURTANIER - I am a certified professional coach (PCC) with over 20 years' experience helping individuals, business leaders, and professionals raise their confidence, efficiency, and performance through a better understanding of themselves and others. I have over 15 years of business experience leading companies & teams, and a particular interest in authentic leadership, team management & collective intelligence, action learning, and co-development cultures. I am British but have lived and worked in France for over 20 years; I work in both English and French.

I have a particular interest in Emotional Intelligence and its impact (positive & negative) on well-being and performance and this is a red thread in my work. I bring this focus and the related skills, to 4 key areas:

- > Business leadership and collective performance as an executive coach working with individuals & teams
- > Professional development of my coaching colleagues through mentoring & supervision
- > High performance in sport where coaching is deployed alongside the other physical & mental training & preparation
- > Accompanying trauma and bereavement through specialist coaching work in the voluntary sector

Reflective SuperVision – a “must” for every practicing coach

“We do the work on our self in order that we might be granted the privilege of working with our clients”

(Doug Silsbee, 2008)

Supervision is about the **being** of coaching rather than the **doing** and is about developing as a coach **from the inside out**. In supervision we look at what the coach brings into the relationship that may or may not be helpful and spend time understanding where the personal “intrudes” on the professional. Contrary to coaching where we are very focussed on the outcome and moving the client into action, the value of supervision comes more from the reflective process itself. In supervision we focus on *self as instrument* and bring the whole system into the reflective space .

“Supervision is a key element in the action learning cycle that connects the competencies we learn on coach training, with the practice of working with a great variety of clients and client organisations. Through reflection on this practice, we learn, unlearn and relearn new ways of being a coach and new ways of partnering, challenging and changing clients” (Manifesto for Supervision, Peter Hawkins, Eve Turner and Jonathan Passmore)

In the language of Peter Hawkins & Pam McLean, supervision is about sustaining our resilience, working on our “learning edge” and staying awake to our internal scripts & chatter. It is also about boundaries & systems; staying separate but connected.

“Supervision interrupts our practices, habits, mindsets and well-organised beliefs systems ... it wakes us up to ourselves and our ways of being, and nudges us to reflect on them and grow” (Pam McLean, 2020)

It is important to note that increasingly corporate clients and procurement specialists are requesting evidence of regular supervision as part of their quality assurance process. The ICF Board has also recently adopted the position of “*strongly encouraging*” supervision and as a result it is a subject that we should all be paying attention to as practicing coaches.

In this session together I will spend some time explaining what supervision is in more detail, how it varies from mentoring, and the basics of the systemic approach. I will also share some ideas about what to look for in a good supervisor and there will, of course, be plenty of space for discussion and questions !