

# Coaching Supervision 2025

***Are you looking for a (new) coaching supervisor?***

***Do you need Continuing Professional Development to maintain your credentialed coach status?***

***Do you want to share your developmental journey with like-minded coaches?***

## **WHAT IS COACHING SUPERVISION?**

Having supervision is a fundamental part of continuing personal and professional development for coaches. The coach/supervisor relationship is a professional, collaborative and developmental partnership that ensures safe, ethical and supported practice. It is where you can reflect on your work, client situations and relationships, and on the reactivity and patterns they evoke for you. The process of reflecting and transforming these in supervision can profoundly benefit your clients, their organisations and your professional practise.

The Association of Coaching gives a definition of Supervision as ***“A formal and protected time for facilitating a coach’s in-depth reflection on their practise with a trained Coaching Supervisor.”***

The EMCC definition is ***“A safe space for reflective dialogue with a practicing supervisor, supporting the supervisee’s practice, development and well-being.”***

One of my favourite definitions is that of Peter Hawkins and Robin Shoheit:

***“A joint endeavour in which a practitioner with the help of a supervisor, attends to their clients, themselves as part of their client practitioner relationships and the wider systemic context, and by doing so improves the quality of the work, transforms their relationships, continuously develops themselves, their practice and the wider profession.”*** – *Supervision in the Helping Professions* – Peter Hawkins and Robin Shoheit.



## WHAT IS THE ROLE OF COACHING SUPERVISION?

**Supervision serves 4 important roles:\***

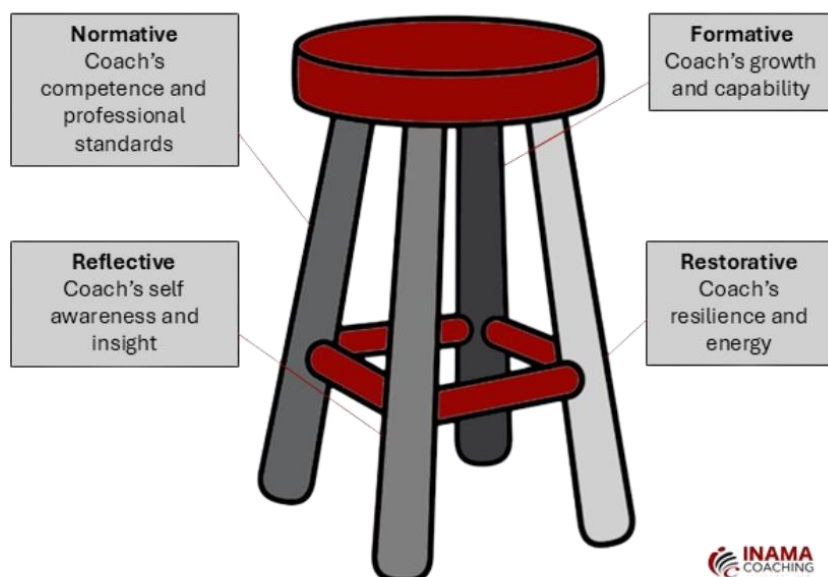
**Normative** – To focus on your coaching competency and maintaining the appropriate professional and ethical standards. Here you might look at what you are doing well, gaps in learning, blind spots, vulnerabilities. Supervision gives regular and consistent attention to maintaining the quality of your coaching practice.

**Formative or developmental** – To focus on your growth and development as a coach through feedback, guidance, role modelling, and new resources. This is a continual opportunity for enhancing your coaching skills.

**Restorative** – To provide support for your own well-being, resilience and energy. This is particularly helpful when doubts, insecurities or “needy” clients arise, providing you with a space to process what you have absorbed from your client or their system.

**Reflective** – To provide a dedicated space for you to reflect, to develop your own independent thinking and to build your own capacity for self-supervision.

*\*Taken from the work of Procter, Hawkins & Smith, Shoheit*





## WHAT IS MY APPROACH TO COACHING SUPERVISION?

You can choose what topic you want to bring to supervision. This might range from discussing clients' cases (anonymously to preserve confidentiality), patterns you are noticing in your coaching, approaches you are struggling with, or even your own personal development and that of your business.

Supervision is always done within a systemic context, paying attention to the needs of all parties to the coaching, mentoring or consultancy work.

I am inspired by a number of approaches, from the use of systemic tools such as the 7-eyed model (Hawkins & Shoet) , Constellations (Whittington) to Supervision in a Thinking Environment© (Kline).

My approach is framed by the 6 C's.....



## WHAT IS MY APPROACH TO COACHING SUPERVISION?

My role is to help you to take a “super-vision” of your own coaching practice, and what you are doing to help your clients.

### **My approach is framed by the 6 Cs...**

#### **Connection**

I believe that strong, trusting relationships are at the heart of good supervision. By building a safe, empathetic space, I ensure that you feel heard and seen, making room for honest reflection and growth in your coaching practice. If we work in a Group capacity, I ensure we contract as a group, and make a real commitment to and take accountability for each other’s learning

#### **Curiosity**

Supervision is a place for deep questions and exploration. I encourage a curious mindset, where we can examine your practices and assumptions, uncover new insights, and discover fresh ways to enhance your coaching. I believe a systemic perspective is important, and will bring in models and approach to raise awareness (the 7Cs, TA constellations for example). I encourage curiosity to unpack the themes, consistencies and inconsistencies in your practise.

#### **Creativity**

I love to bring creativity into supervision—whether through role-play, storytelling, or art. This playful, experimental approach helps break old patterns and invites new possibilities, allowing you to experiment and grow as a coach.

#### **Choice**

Supervision is about empowering you to make informed decisions. I help you explore different options and approaches so that you can confidently choose the best path forward in your development as a coach.

#### **Celebration**

Celebrating your wins, big or small, is key in building confidence and a positive mindset. Together, we’ll acknowledge your successes, reinforce your strengths and foster a sense of accomplishment on your coaching journey. Appreciation for our qualities as coaches is an important element of supervision.

#### **Commitment**

I help you stay dedicated to ongoing learning and growth. Through our work together, we’ll ensure that the insights you gain from supervision lead to lasting change in your practice, with a focus on continuous improvement and ethical development.



## GROUP SUPERVISION

Group Supervision is an opportunity to learn with and from other coaches in a safe and supportive space with an experienced supervisor to act as a guide and resource to the group. Group supervision typically involves a mix of peer-to-peer dialogue and supervisor guided reflection and allows multiple perspectives on the issue under discussion.

### **The specific benefits of Group Supervision include:**

- Gives you airtime to bring your own coaching clients for consideration. Not only do you learn from your own case, but also from those of the other coaches in the group. You can walk through these real scenarios to gain perspective about next steps, new approaches and understanding any potential ethical issues
- Reminds you that you are not alone, and your peers will often share many similar dilemmas, issues and challenges.;
- Challenges you to do your best work for you as a coach, with feedback helping you to crystalise your coaching style and to sharpen your edge as a coach;
- Gives you space and time out from the routine to decompress, and resource yourself both as a coach and as a human being.

Care and attention is dedicated to forming each Supervision Group. Setting out our contract and ways of working is critical to creating the right safe open space. Group Members commit a year-long development journey, specifically;

- A commitment of 6 sessions of 2-3 hours together every 2 months.
- Willing to bring a learning, theme or client case to each session and recognising that we may not have time to go into depth on all.
- Willing to be curious, to focus on learning, and to be accountable, present and committed to the whole group

New virtual groups begin regularly and if you are interested, please contact Anna for further details and to go on our waiting list.

Prices vary depending on group size but are in the region of 1200 Euros exc. VAT per person for the year of 6 sessions.

## INDIVIDUAL SUPERVISION

One-on-one supervision is uninterrupted time to reflect on your coaching, your clients and to explore your developmental needs. This personalised approach lets you as coach explore the dynamics of the coach-client relationship and the way you are working with the client. You can also identify insights and patterns that emerge over time. The supervision relationship allows significant personal reflection at a deep level, helps with patterns of meaning-making, and increasing a coach's awareness, resources and capability.



## INTERESTED?

I have some openings for 2025 for Virtual Group Supervision.

- A small closed group of 4-5 Executive Coaches
- A commitment of 6 sessions of 2-3 hours in 2025
- Willing to bring a learning, theme or client case to each session
- Willing to be curious, to focus on learning, and to be accountable present and committed to the whole group



### Anna Inama

*Executive Coach, mentor, supervisor and facilitator*

Anna Inama is a highly accomplished coach, mentor, supervisor and facilitator, working with clients in the public, private, education and not-for-profit sectors.

Together with twenty years senior leadership experience in the consumer goods industry at multinational organisations, Anna holds an MSc in Coaching & Development, several diplomas in specific coaching modalities, and a Postgraduate Certificate in Supervision for Coaching, and Mentoring.

Anna is accredited as an Executive Master Coach (MCC) by the International Coach Foundation (ICF), a Mentor by the ICF, and as a Supervisor by the European Mentoring and Coaching Council (EMCC). Anna is a founding faculty member for a C level accredited coach training programme. She works on a pro bono basis for both the ICF and the EMCC and is passionate in professionalizing and developing coaches and the coaching industry.



EMCC Global  
Supervision  
Individual Accreditation



## WHAT OTHERS HAVE SAID

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I engaged in four individual coaching supervision sessions with Anna, and I'm so pleased with the breadth and depth of what we covered ranging from a client case, a coaching ideology dilemma and professional development. Anna's input is focused, concrete and just enough to allow me to continue thinking well for myself. Anna's own professional development journey provides a rich background for valuable input.

Anna's balance between steer, spaciousness and self-generating is easefully accomplished. I highly recommend Anna for individual and group supervision.

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I have benefitted hugely from being supervised by Anna. Her approach is perfect for me as it's the ideal balance of supporting my wellbeing, giving me time to think and challenging me. Anna takes quite an indirective approach, which gives me the space to think issues through deeply. However, she will ask insightful and challenging questions that allow me to reframe or discover new facets of an issue. I also hugely value that, when I ask, Anna will give me her thoughts or reflections based on her knowledge and experience. Thank you, Anna for enabling my coaching practice by supporting, encouraging and stimulating my thinking.

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