

SUPERVISION

- Supervision is a reflective space, relationship and process to support professional practice where a coach can look inwards and understand who they are as a coach and how do they show up.
- A formal arrangement for Coaches to discuss their work regularly with someone who is experienced in Coaching and Supervision.
- It creates a structure, process and a space for attending to personal and professional growth, integrity, and sustainability in order to be in service to their client(s).
- Supervision involves co-creation between supervisor and supervisee, which allows for acts of reflection and reflexivity allowing for growth and development.
- 10 hours can be used as core competency CCEs toward credential renewal.
- EMCC recommends coaches to undertake at least 1 hour of supervision per 35 hours of practice, or 4 hours of coaching supervision in a year.
- ICF supports Coaching Supervision for professional coach practitioners as part of their portfolio of continuing professional development (CPD) activities designed to keep them fit for purpose.

About Rekha Radhakrishnan Upadhyay

Professional Certified Coach from International Coaching Federation and Certified Coach Supervisor, Rekha has 17+years of professional experience with a prior corporate background in Leadership Hiring & Talent Management. She coaches people globally across management levels & across industries. Supervision approach is person centered, eclectic and systemic. Her experience of Gestalt, Constellation and Somatic work, led to the emergence of working at a systemic level with the body and mind leading to working with wholeness, synchronicity & creating sustainability in progress development.

Difference between Supervision and Mentor Coaching

Supervision	Mentor Coaching
A reflective and co-creative space for coaches to reflect upon their journey as a coach for growth & development	A space for coaches to learn and develop their core skills and competencies
Multidimensional approach for coaches to look deeply into one's well-being, who you are being now & who do you want to become as a coach	Focus on capability building, guidance on demonstration of coaching competencies and advancing the skill
To be in allowance to explore, observe and move from doing to being of a coach	Emphasizes on understanding the gaps in the demonstration of coaching competencies and how to work towards them
Supports coaches to adhere to best practices in coaching including the code of ethics	Guidance on competencies and code of ethics

Testimonial for Supervision

By- Josephine PL Ong- ICF PCC Coach, Facilitator, Singapore:

Leveling up my craft with Coaching Supervision. Working with Rekha as my coaching supervisor has been an incredible experience. In just two sessions, she has helped me uncover new insights and reflections about my coaching practice that I hadn't considered before. Rekha's creative approach; incorporating tools, quotes, and visualizations, has made our sessions engaging and enriching.

Her unwavering support and dedication to my growth as a coach have been invaluable, and I am immensely grateful for the impact she has had on my coaching journey.

By -Sudha Krishnan- ICF PCC, Co- Founder Dialogue in the Dark & Desination | Systemic Team Coach & Relationship Coach

I thank you for your time and the space for the supervision sessions. These sessions validated my style of coaching and made me even more confident to continue to do what comes naturally for me. I found my balance of compassion and challenge. The sessions with you also helped me to get clarity on how I value my time & effort which helped me set the boundaries of engagement.

By- Radhika A

I have found my supervision sessions with Rekha to be immensely insightful. The guidance and observations provided during these sessions have been instrumental in helping me gain valuable insights and perspectives that I've been able to directly apply in my coaching sessions with clients. Rekha's presence and keen observations have created a conducive environment for personal and professional growth. I am truly grateful for the support and guidance provided, which have had a positive impact on my coaching practice.

Benefits of Supervision

Well Being of Coach:

- Provides psychological safe space for coaches to share and express about their experiences as a coach
- Enables to develop deeper self- awareness around:
 - o What is happening within and outside leading to build congruence within
 - o Recognise aspects of transference, counter transference and parallel process
- Movement from doing to being

Protection:

- Deeper understanding and awareness about systemic patterns & influencing aspects for coach from the external environment.
- Guidance on application of best practices and code of ethics

Growth & Development:

- Supports organic growth through building emotional, cognitive agility and adaptability for a coach in their coaching practice
- A space which supports in identifying developmental areas of a coach like blind-spots, triggers that might be an influence of how a coach shows up in their client session and what kind of developmental work may help a coach in their coaching practice and/or to move towards mastery.

