



# GLOBAL GROUP SUPERVISION CERTIFICATION

**Cohort 3: January 17 to September 19 , 2023**



# PROGRAM OBJECTIVES

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The objective of this program is to train supervisors to provide group supervision following the EMCC coaching supervision competency model.

## LEARNING OUTCOMES

By the end of this program, participants will be able to:

- Understand and apply the EMCC coaching supervision core competency model in a group setting
- Have an increased awareness on how they show up as a supervisor (including the aspects of diversity, rank, and power)
- Effectively create and facilitate a reflective space for a group of coaches
- Apply various supervision tools in a group setting
- Create a safe space in a group setting for coaches to share strong emotions
- Effectively work with ethical dilemmas
- Provide creative options for supervising in groups
- Understand key elements of group team coaching supervision

# CORE PRINCIPLES OF COACHING SUPERVISION

Coaching supervision is a reflective space for participants to focus on their own development in a way that benefits their clients and the wider system. As a group supervisor, we consider the different interconnected systems, and we utilize facilitation skills to work with group dynamics.

*Are you trained in coaching supervision and would like to enhance your group supervision skills? Or perhaps you want to learn more about group supervision with colleagues interested in the same topic? Or maybe you want to start a group and would like to have support along the way?*

In this virtual certificate program, supervisors will have an opportunity to further develop their group supervision skills through theory, practice, and reflection. The program will be aligned to the EMCC Core Competencies for Coaching SuperVision.

**Target Audience:** Trained Coaching Supervisors

**Dates:**

**Cohort 3: 8:00 – 10:30 AM PST** Classes are on Tuesdays. Dates are: January 17, 31, February 14, 28, March 14, 28, April 11, 25, May 9, 23, June 6, 20, (no class on July 4th - we will resume the following week) July 11, 25, August 8, 22 and September 5, and 19.

## **PROGRAM:**

This program consists of approximately 80 hours:

- Sixteen (16) sessions, every 2 weeks, over 8 months consisting of 8 webinars of 2.5 hours each and 8 practice groups supervision activities.
- Organizing and facilitating your own supervision group outside of the class.
- Supervision of your Group Supervision experience.
- Journaling and sharing your learnings with questions to prompt your thinking (usually between webinars).
- Topics of interest include supervision around diversity issues and team coaching supervision.
- Self-study (including readings), meeting in small groups for research, writing a paper, and interactive postings on Basecamp.
- Final case presentation on a recorded group coaching supervision session.

This program aligns with the EMCC supervision competency model related to group supervision. This program will have a diversity lens integrated into the modules. Participants will also receive CCEs (28 core and 8 resource) that can be applied to ICF renewal of credentials. There are an additional 4 hours of core CCEs for the individual supervision that is part of this program. You must attend the live sessions to receive these CCEs. For EMCC, you can claim up to 60 hours of professional development.

During the first session of this program, we will discuss setting up a supervision group that you will facilitate and journal about throughout this program. Your groups should have between 3-6 participants, and you will be expected to facilitate a minimum of 4 sessions for the purposes of this program (90-120 minutes each) so you can move through a full cycle of group supervision, from contracting to ending. You will be asked to share your experience and questions in the class for discussion and learning.

To complete the program, you must:

- Attend 75% of the sessions (12 classes of 16). **If you miss a class, you will be asked to review the recording and submit a summary of your learnings.**
- Read the sections of the books assigned and post your learnings on Basecamp
- Convene your own supervision group outside of the class for a minimum of 4 sessions (over 8 months).
- Participants will receive up to 4 individual coaching supervision from graduates of this program.
- **Record one group supervision session to share with the class as part of your case study presentation (including case analysis).**
- **One paper on your philosophy as a group coaching supervisor.**

**\*\* It is expected that you will participate from a private space where you are able to participate fully, without any distractions.**

This program is very interactive and experiential, with emphasis on application and reflective practice. Participants will learn and apply the theories in their practice groups as well as their own supervision group outside of the classroom setting.

Topics include:

- Exploring our own identity as a group supervisor
- Honouring the diversity amongst group members
- Use of self in a group setting
- Differentiating between individual and group supervision
- Contracting for group supervision
- The role and responsibilities of the group supervisor
- Vulnerability and courage in a group
- Competencies of a group supervisor
- Team Coaching supervision
- Creativity in group work
- Group supervision models
- Different business models
- Psychodynamics of working with groups in an emergent space

## TESTIMONIALS FROM RECENT GRADUATES

"Group Supervision requires a balance of art and science. The specialised programme that Lily and Damian offer is a gift for Supervisors who are interested in having a larger scale positive impact. I was able to deepen my learning and strengthen my confidence overall as a Supervisor through this programme, while learning with amazing people from across the globe". **Traci Manalani, USA**

"It was a great opportunity to expand our awareness, thought processes and competencies in a truly globally connected, diverse group of experienced coaches interested in group dynamics. Thank you, Lily and Damian!" **Maureen Rabotin, France/USA**

## **FACILITATOR: LILY SETO, MA, PCC, ESIA, CEC, MENTOR COACH AND DIPLOMA IN COACHING SUPERVISION**



Lily has a global leadership coaching, mentoring and supervision practice. She is a graduate of the first North American Coaching Supervision Academy (CSA) class and has been facilitating individual and group supervision since 2013, both as an internal and external supervisor.

She is the first Canadian to be awarded the European Mentoring and Coaching Council (EMCC) European Supervision Individual Accreditation (ESIA) and is a 2020 EMCC Global Winner for SuperVision. Lily served on the

Independent Review Board at ICF (ethics review board) and is also Past President of the ICF Vancouver Island Chapter. In her spare time, Lily is an avid reader, traveller, and grandmother, not necessarily in that order! Lily is also a recipient of the prestigious Leadership Victoria Award – for excellence in coaching and mentoring.

## FACILITATOR: DAMIAN GOLDVARG, MCC, ESIA



Damian Goldvarg, Ph.D., Master Certified Coach, is the President of The Goldvarg Consulting Group, a management consulting firm that works with Fortune 100 companies worldwide, as well as with local community based organizations in Los Angeles County, offering services in English, Spanish, and Portuguese.

Dr. Goldvarg has thirty years of consulting experience as a trainer and in developing leaders and empowering people at their workplace. He provides services in: executive coaching, organizational assessment and intervention, leadership training, performance feedback, and group facilitation. He has been training coaches, mentor coaches, and coach supervisors for ten years.

He has worked in more than forty countries and with different levels of management. He was the Global Chair of the International Coach Federation Board of Directors in 2013 and 2014.

He is a recipient of the 2018 Circle of Distinction from the ICF for his global contribution to the coaching profession and the 2019 Supervision Award from EMCC for his contribution to developing Supervision worldwide.

He wrote five books on coaching and has trained hundreds of professional coaches, mentor coaches, and coach supervisors worldwide in English and Spanish.



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