

8th INTERNATIONAL CONFERENCE ON COACHING SUPERVISION

International Centre for Coaching and Mentoring Studies



Programme,
biographies
& abstracts

PROGRAMME

Saturday 11th May

9:00	Refreshments and registration (In front of John Henry Brookes Lecture Theatre)		
9:30	Welcome from Prof Tatiana Bachkirova and Dr Peter Jackson (John Henry Brookes Lecture Theatre)		
9:40 - 10:25	Keynote 1 by Dr Paul Lawrence - The systemic supervisor - Beyond the seventh eye (John Henry Brookes Lecture Theatre)		
	<i>Research based and conceptual presentations</i> (JHB203)	<i>Conceptual paper with discussion</i> (JHB204)	<i>Demonstrations</i> (JHB205)
10:30 - 11:15	Supervision of organisational coaching Dr Michel Moral & Florence Lamy	Supervising 'everything is fine' coaches Prof Tatiana Bachkirova	Supervising groups – How do I show up as supervisor with diverse coaches in diverse contexts? Dr Alison Hodge
11:15 - 11:30	Refreshments		
11:30 - 12:15	Coaching Supervision in the Americas: Overcoming resistance to supervision Damian Goldvarg & Lily Seto	Post-modern and transpersonal frameworks for supervision - Alignment and divergences Hetty Einzig & Dr Adrian Myers	Invited workshop: To be prepared against surprise is to be trained. To be prepared for surprise is to be educated. Robin Shoheit
12:20 - 13:05	All in the small print. A brief study of contracting issues in coaching and supervision Eve Turner & Prof David Clutterbuck	Are differences in generational expectations relevant in the Client- Coach-Supervisor "system"? Peter Duffell & Natalia de Estevan-Ubeda	
13:05 - 14:00	Lunch		
14:00 - 14:45	Keynote 2 by Prof Reinhard Stelter - The coaching supervisor as a fellow-human companion: Towards transformative exchange (John Henry Brookes Lecture Theatre)		
	<i>Conceptual presentations</i> (JHB203)	<i>Case Studies</i> (JHB204)	<i>Demonstrations</i> (JHB205)
14:50 - 15:35	The global state of coaching supervision Prof Peter Hawkins, Carol Whitaker & Kristina Crabbe	Evolving or devolving ... What does the future hold for Peer Supervision chains? Sarah Gilbert, Stephen Murphy, Gilly Rutherford and Eve Turner	Mindful dialogue Dr Henry Campion
15:35 - 15:50	Refreshments		
15:55 - 16:40	Supervision of energetic coaching Florence Lamy	Group supervision in a multiple touchpoint setting Michelle Lucas & Annabel McCaffrey	Metaphor magic box - Using creativity in SuperVision Lily Seto
16:40 - 17:00	Closing plenary		
17:00	Close		

PRESENTER BIOGRAPHIES

We have many excellent speakers in the field presenting today, including:



KEYNOTE SPEAKER: DR PAUL LAWRENCE

After completing a PhD in Psychology, Paul Lawrence embarked upon a corporate career with BP plc, leading teams and businesses in the UK, Spain, Portugal, Australia and Japan. Paul has been working as a coach and consultant since 2007, based in Sydney Australia. He authored the books *Leading Change: How Successful Leaders Approach Change Management*, *Coaching in Three Dimensions: Meeting the Challenges of a Complex World* and most recently *The Tao of Dialogue*. Paul teaches coaching at the Sydney Business School, University of Wollongong and did his coach supervision training at Oxford Brookes.



KEYNOTE SPEAKER: PROF REINHARD STELTER

Prof. Reinhard Stelter holds a Ph.D. in psychology from the University of Copenhagen and is Professor of Sport and Coaching Psychology at the University of Copenhagen, visiting professor at the Copenhagen Business School, and a coaching practitioner, supervisor, lecturer, workshop leader and facilitator in private practice. He is accredited member of the International Society for Coaching Psychology where he also functions as one of the Honorary Vice-Presidents. His is editorial board member of number of different coaching journals. Between 2009-2015, he has been member of the Scientific Advisory Council of The Institute of Coaching, Harvard University. His research interest is oriented towards identity issues, narrative-collaborative theory and practice, community psychology, and recently in health prevention and rehabilitation. Recently, he has published his second book on coaching in English at Routledge: *The Art of Dialogue in Coaching - Towards Transformative Exchange*.

For further information: www.nexs.ku.dk/coaching & www.rstelter.dk



DR MICHEL MORAL

Michel Moral spent most of his career in an international environment as a manager and executive. In 2003 he created a coaching and supervision practice. He holds a Master degree in Science & Technology and a Ph.D. in Clinical Psychology. He has published ten books related to management, coaching and supervision. He trains coaches at University, supervises coaches and trains supervisors (ESQA) with Florence Lamy. He has published a reference book on "Organisational Coaching" with Florence Lamy in 2009 (third edition in 2018).



FLORENCE LAMY

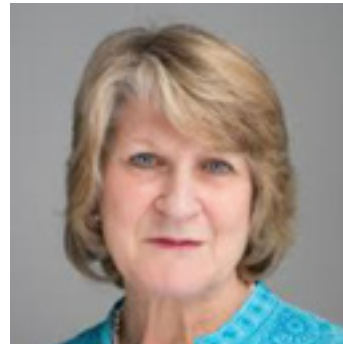
Florence Lamy (2017 EMCC Supervision Award) is coach, psychotherapist and supervisor. She holds a diploma in Traditional Chinese Medicine. She is specialized in business coaching, working with people, teams and organizations. She teaches and supervises at the University Paris VIII and at the University Cergy-Pontoise. She has a private supervision practice and trains supervisors (ESQA) with Michel Moral. She published eight books related to coaching, meditation and supervision, and also a play.



PROFESSOR TATIANA BACHKIROVA

Professor Tatiana Bachkirova is Director of the International Centre for Coaching and Mentoring Studies and Professor of Coaching Psychology. She has been supervising coaches for more than

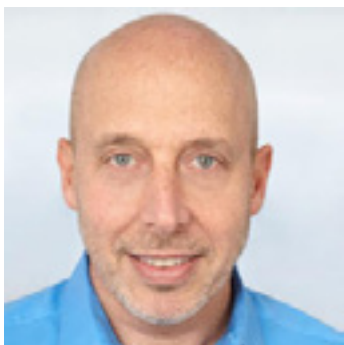
15 years. At Oxford Brookes Tatiana runs a programme of Advanced Professional Study in Coaching Supervision and co-chairs of the International Conference on Coaching Supervision. She is an active researcher and author of many publications including *Coaching and Mentoring Supervision: Theory and Practice*, edited with Peter Jackson and David Clutterbuck. Tatiana has recently been announced a winner of the EMCC 2018 Coaching Supervision award.



DR ALISON HODGE

I am an accredited Executive Coach and Executive Coaching Supervisor (with APECS & EMCC). I work globally as a coaching supervisor (both in person and digitally) with individuals and groups of internal and external executive coaches. As

a member of the Executive, Director of Research and a Senior Faculty member with CSA (Coaching Supervision Academy), I also work with and supervise supervisors-in-training. I graduated with my DProf in Coaching Supervision at Middlesex University in July 2014.



DR DAMIAN GOLDVARG

Dr. Damian Goldvarg has thirty years of experience providing executive coaching, leadership training, and facilitation in over fifty countries. He is a Master Certified Coach and received his Ph.D. in Organizational

Psychology from Alliant University. He is an Accredited Coach Supervisor (ESIA) and facilitates certifications in Professional Coaching, Mentor Coaching, and Coaching Supervision. He was the 2013-2014 International Coach Federation Global President. He is the co-leader of the Americas Coaching Supervision Network. Damian published five books on Coaching related topics and several book chapters. He was the recipient of the 2018 ICF Circle of Distinction Award.



LILY SETO

Lily Seto, MA, PCC is a global coach, mentor coach and a Coach Supervisor with EMCC ESIA accreditation. She has a Masters in Leadership and Training and teaches in the Goldvarg Supervision Certification program as well as in the Advanced

Graduate Coaching Certificate program with Royal Roads University (Intercultural Competence and Global Coaching). She facilitates global supervision groups and co-leads the Americas Coaching Supervision Network. Her clients say her two most important skills are the ability to hold the space and her provocative observations. She is the recipient of the 2016 Leadership Victoria Award for Excellence in Coaching and Mentoring. www.lilyseto.com



HETTY EINZIG

Hetty brings over 25 years of psychology, psychotherapy and executive coaching experience to global corporate culture change and leadership development, with a key focus on women's leadership and coaching for contribution. She

holds a Masters in Organisation Consulting from the Tavistock and is a certified coaching supervisor (Oxford Brookes). Hetty is Editor of *Coaching Perspectives*, the AC global magazine. Her latest book, *The Future of Coaching: vision, leadership and responsibility in a transforming world*, was published by Routledge in 2017.



DR ADRIAN MYERS

Adrian teaches on the MA programme in coaching and mentoring practice and doctoral programme in coaching and mentoring at Oxford Brookes. Adrian is an active researcher with an interest in the coaching process. Adrian still does some

coaching and coaching supervision alongside his teaching commitments.

EVE TURNER

Eve writes and researches alongside a busy practice. She won the Coaching at Work 2018 Award for Contributions to Coaching Supervision, the 2018 EMCC Supervisor of the Year Award and 2015 EMCC European Coach of the

Year Award. Eve's first book, with Stephen Palmer, "The Heart of Coaching Supervision – working with Reflection and Self-Care," was recently published. She set up the Global Supervisors' Network (GSN) in 2016 for qualified and experienced supervisors to continue learning with free, virtual, monthly webinars; to date there've been nearly 90. The GSN is also a supervision partner for EthicalCoach. A Fellow at Henley Business School and the University of Southampton, Eve does regular research particularly related to supervision, contracting and ethics. Contact Eve via eve@eve-turner.com

PROFESSOR DAVID CLUTTERBUCK

David Clutterbuck is visiting professor at Henley Business School, Oxford Brookes Business School, Sheffield Hallam Business School and York St John. Co-founder of the European Mentoring and

Coaching Council, he is author or co-author of more than 70 books and hundreds of chapters and papers. He leads a global network of specialist mentoring and coaching educators, Coaching and Mentoring International. He does regular research particularly related to supervision, contracting and ethics.

PETER DUFFELL

Peter is an experienced business professional, executive and leadership coach and coach supervisor. He has worked for a number of global organisations such as HSBC and UBS in his 30 year business career, with many years of

experience working with offshore outsourcing companies. He has significant experience of coaching and mentoring individuals and teams through transformational change. Peter has a Masters Degree in Coaching and Mentoring Practice from Oxford Brookes University, is Governance Director of the EMCC UK, is a member of the Association of Coach Supervisors and now runs his own coaching and consulting company.

NATALIA DE ESTEVAN-UBEDA

Natalia is an accredited supervisor and executive coach, who now runs her coaching and consulting business after a career in the private and public sectors as a senior leader. Natalia is experienced coaching

across business and social cultures through her work coaching young entrepreneurs and expats in Asia and Africa. Natalia has a Master's Degree in Coaching and Mentoring Practice from Oxford Brookes University where she researched the development of highly experienced supervisors and was the recipient of two awards including "Best Dissertation of the Year" awarded by APECS. Natalia is currently involved in the research of Supervision of Supervision.

PROF PETER HAWKINS

Peter is Professor of Leadership at Henley Business School and founder and Chairman of Renewal Associates. He is a leading consultant, writer and researcher in leadership and leadership development and an international

thought leader in executive teams, and systemic team coaching. He is the author of several best-selling books including Leadership Team Coaching (Kogan Page, 2011; 2nd ed, 2014, 3rd ed 2017); Leadership Team Coaching in Practice (Kogan Page, October 2014, 2nd ed 2018); Coaching, Mentoring and Organizational Consultancy: Supervision, Skills and Development (with Nick Smith, McGraw-Hill/Open University Press, 2nd ed, 2013).

ROBIN SHOHEH

Robin Shohet is the author and editor of several books on supervision. He is currently editing a book Love in the NHS. Stories of Caring, Kindness and Compassion.



CAROL WHITAKER

Carol has experience at Board level in several industries, an MBA with an early career in HR. The development of potential in the people has always been her passion. She specialises in Executive Coaching, Team/Group Coaching, Supervision and

Mentoring Entrepreneurs. She is Co -Chair of the AC SIG in Supervision and has co-authored two Supervision books:

- Coaching Supervision: A practical guide for Supervisees and Peer Supervision in Coaching
- Peer Supervision in Coaching and Mentoring: A Versatile Guide for Reflective Practice.

KRISTINA CRABBE



Kristina is an Executive Coach and Coaching Supervisor. She has a MSc in Coaching and Behavioural Change and a Diploma in Coaching Supervision from CSA. Her research areas include 'Intuition in Strategic Decision Making', Coaching

Maturity and Coaching Cultures and is currently working on a proposal for a PhD in Coaching Supervision.

Before focusing her career on Coaching and Supervision she held a number of HR leadership roles in global technology, FMCG, pharmaceutical organisations and early stage technology companies. Her coaching practice is grounded in reflective practice and she is a qualified 'Time to Think Coach' and 'Thinking Partnership Teacher'. Before focusing her career on Coaching and Supervision she held a number of HR leadership roles in global technology, FMCG, pharmaceutical organisations and early stage technology companies. Her coaching practice is grounded in reflective practice and she is a qualified 'Time to Think Coach' and 'Thinking Partnership Teacher.'



SARAH GILBERT

Sarah Gilbert brings broad expertise in people development to help her clients tackle the complexities of individual and organisational change. Her career roles span HR consulting, executive assessment, career transition, coaching,

mentoring, and counselling. Sarah has been supervising since 2003. Based in the UK, she works globally in corporate, academic and voluntary settings, supporting leaders, supervisors, coaches and mentors. Memberships include AoCS, AC, EMCC, BACP and CIPD.



STEPHEN MURPHY

Stephen Murphy is a professional Coach & Mentor accredited by EMCC at Master Practitioner level and a Coach/Mentor Supervisor accredited with an ESIA. British, he has lived abroad since 1999 and now coaches, mentors and

supervises in Europe and Asia.



GILLY RUTHERFORD

Gilly Rutherford is an Executive Coach and Coaching Supervisor with over 25 years business and leadership experience. APECS accredited. Leadership Development facilitator and systemic team coach. Experienced

in Organisation Change and Culture Change specialist. Develops internal coaches and supervisors working on both a 1:1 and group basis.



DR HENRY CAMPION

After gaining a postgraduate diploma in Psychosynthesis [transpersonal] counselling in 2000, Henry went on to train and practise as an executive coach and coach supervisor. He holds accreditation as a

coaching supervisor with both Oxford Brookes University and the Association for Coaching. With his original qualification as a doctor, he is particularly interested in how insights from neuroscience can inform coaching and coach supervision. He has presented on the functioning of the right and left brain (7th International Coaching Supervision Conference) and on attachment theory (Global Supervisors' Network). His website is www.coachsupervisor.co.



MICHELLE LUCAS

Michelle's background is in Psychology & HR. She trained in Coaching and Supervision at Oxford Brookes. She also has an MBA. Greenfields is a boutique consultancy specialising in Coaching, Supervision, the development of internal

and external coaches as well as providing consultancy to organisations developing a coaching culture. She is a practising and accredited Master Executive Coach and Coach Supervisor and she is also the AC Supervision Education Lead. She has co-authored two books published by Routledge in the field of coaching supervision.



ANNABEL MCCAFFREY

Annabel McCaffrey is the Head of Support at NABS.

KEYNOTE PRESENTATIONS

KEYNOTE 1:

DR PAUL LAWRENCE

The systemic supervisor - Beyond the seventh eye

In a world that is becoming increasingly complex, the need for coaches to adopt a systemic perspective has been recognised for some time. Many of us within the coach supervisor community have recognised the role we have to play in facilitating the ongoing development of the capacity to work more systemically. The seven-eyed model is widely used as a means by which to ensure that supervisor and coach think beyond the boundaries of the one-to-one relationship between coach and coachee. At the same time the authors of the model suggest that the model by itself may not be sufficient in ensuring a systemic approach. In this keynote, Paul will invite us all to consider in what ways our practices are already systemic, and to work together in developing our collective capacity to help coaches become more adept at navigating the systems within which they operate.

KEYNOTE 2:

PROFESSOR REINHARD STELTER

The coaching supervisor as a fellow-human companion: Towards transformative exchange

The relationship between coaching supervisor and supervisee is central for successful coaching supervision. The formation of this relationship seems to be even more important when considering the following two influential factors: (1) We live in a hypercomplex society in which both individuals and organizations struggle with increasing diversity and organizational challenges, and where it has become impossible to reach unequivocal and long-lasting solutions to these challenges. (2) Supervision is a relationship between colleagues and shall be seen as a collaborative learning alliance. The agenda for the conversation is to provide a space for new reflections by initiating a process that leads to transformation, a new self-understanding and enhanced agency. Third-generation coaching (Stelter, 2014), inspires this transformational process, where both sides are collaborative partners, even fellow-human companions, and where the dialogical focus is on value reflection and the striving for meaning-making.

Based on research into 'common factors', the main intention of this presentation is to unfold and illustrate four key dimensions of the coaching supervision relationship:

- The dialogical dimension
- The narrative-collaborative dimension,
- The value-based dimension
- Feedback as collaborative and outcome-oriented practice.

To show the importance of relationship with a 'human face' is the most important influencing factor in coaching supervision, a factor that is also recognized with growing interest and evidence in both psychotherapy and coaching research.

RESEARCH BASED AND CONCEPTUAL PRESENTATIONS

DR MICHEL MORAL & FLORENCE LAMY

Supervision of organisational coaching

Organizational coaching (OC) is a growing area in several countries. A key challenge for coaches and supervisors is that the object "Organizational Coaching" is not precisely delimited by professional bodies: definitions are unprecise and there is not yet an agreed Competence Framework.

However, there are enough points of reference for this form of coaching and its supervision to exist: the market cannot wait anymore for regulators. During this session, the state of the art around the world will be presented as well as the outcome of several seminars conducted in France with organisational coaches and supervisors.

DAMIAN GOLDVARG & LILY SETO

Coaching Supervision in the Americas: Overcoming resistance to supervision

This presentation will inform the audience about the development of Coaching Supervision in the Americas and share cultural challenges in overcoming misinterpretations of coaching supervision. Presenters will share their observations as leaders of the Americas Coaching Supervision Network and as trainers of a coach supervision training as well as results from interviews and focus groups and present strategies that help embracing the resistance to supervision by learning from vulnerability, mistakes, and weaknesses.

EVE TURNER & PROFESSOR DAVID CLUTTERBUCK

All in the small print. A brief study of contracting issues in coaching and supervision

Eve and David have both been aware of how often the issue of contracting, or more accurately, at times omissions in contracting, seems to lie behind some of the challenges brought to supervision. Is this a widespread experience among supervisors and do coaches also see this as a common topic for supervision?

What are the most common issues that arise? We'll also look at the most significant contracting challenges coaches experience with clients and supervisors with their supervisees, and the 3 key good practices? Finally, we'll discuss any implications for practice and training and lessons for us as coaches and supervisors.

PROFESSOR PETER HAWKINS, CAROL WHITAKER & KRISTINA CRABBE

The global state of coaching supervision

New insights into Coaching Supervision gained through the GSN Collaborate Inquiry of The Global State of Coaching Supervision webinars, Chaired by Peter Hawkins (Dec 2018).

The research was based on views and comments of over 40 experienced supervisors from across the world: Europe, Middle East, Africa, Asia, Australasia and North/South Americas.

This session will include a discussion and will build on the first global inquiry by sharing the global Coaching Supervision highlights, emerging challenges and themes. We will gather conference contributions to include in the data base to further enhance understanding, collaboration and expand the breadth of knowledge from the initial inquiry.

FLORENCE LAMY

Supervision of energetic coaching

More and more coaches use an energetic framework to intervene, as well as related techniques when needed. Supervising energetic coaching or energy practitioners requires reviewing a number of supervision's basics, that is, going beyond merely advising or evaluating a posteriori the relevance of the action, or simply judging because of "fear" of the unknown.

These are the first paces of the exploration that we want to share in the workshop. We will present our discoveries, our surprises, our findings and our conceptual breakthroughs, including an innovative 4D model for the "energetic supervisor".

CONCEPTUAL PAPER WITH DISCUSSION

PROFESSOR TATIANA BACHKIROVA

Supervising 'everything is fine' coaches

In this presentation, I would like to share my experiences and subsequent thinking about supervising coaches who are in a good place in terms of their practice.

These coaches recognise the importance of supervision for various reasons but are reasonably content with everything that is happening in their coaching sessions. In this respect, they are similar to those coaches who do not feel the need in supervision and might also explain it in the same way: 'everything is fine'. I will offer my hypothesis in relation to this state of affairs and share what I found useful when working with such supervisees. I hope that the topic may lead to an interesting discussion with practical benefits.

HETTY EINZIG & DR ADRIAN MYERS

Post-modern and transpersonal frameworks for supervision - Alignment and divergences

Post-modern and Transpersonal approaches to coaching and coaching supervision – alignments and divergences. Based on their experience as coaches and coaching supervisors, in presenting and teaching, in a range of contexts, Adrian Myers and Hetty Einzig will discuss the themes of values, ethics & morals, Multiplicity and the unified self, and language from these two perspectives. They will open up the discussion to the group to encourage reflection on the purpose of supervision and the different realities we create with the language we use.

PETER DUFFELL & NATALIA DE ESTEVAN-UBEDA

Are differences in generational expectations relevant in the Client-Coach-Supervisor "system"?

How do "generational differences" affect the supervisory system? Does the supervisors' 'systemic awareness' need to extend to understanding the clients' "generational" environment? Recent work practice developments (Millennials increasingly being promoted to senior positions) mean that clients are likely to be working with a coach from a different generation and, coaches are likely to have supervisors who may be even further removed from the clients' life experiences. This session will explore how different generational and cultural expectations might be relevant in a supervision context and will present survey data on how coach supervisors experience generational and cultural factors in their practice.

CASE STUDIES

SARAH GILBERT, STEPHEN MURPHY, GILLY RUTHERFORD AND EVE TURNER

Evolving or devolving... What does the future hold for Peer Supervision chains?

This participative session will draw on our collective learning over ten years as a supervision chain to:

- Offer you one framework for effective chain
- Supervision as a possible addition to your mix of CPD
- Consider what the future may hold for supervision and peer chains

We invite you to join our discussion and broaden the exploration with your perspective.

MICHELLE LUCAS & ANNABEL MCCAFFREY

Group supervision in a multiple touchpoint setting

Typically supervision involves content which is brought by a single practitioner who works directly with the client. Here we review the supervision of a team managing a helpline who work together to serve their client base. The multiple touchpoints with a single client bring richness and complexity to the supervision dialogue and we consider how this different client group has stretched the supervisor. These factors have led to a supervision experience that is genuinely co-created. We offer some examples that bring this to life. It is anticipated that this case may be of particular interest to those supervising team coaches.

DEMONSTRATIONS

DR ALISON HODGE

Supervising groups – How do I show up as supervisor with diverse coaches in diverse contexts?

When we are working as supervisors in group supervision, often questions arise about the practical aspects of the size or format or frequency of the group. At the same time, what is going on for us psychologically and emotionally as supervisor? How do we feel ourselves about being in a group? What are our patterns and triggers? How do we manage ourselves when we are supervising in diverse contexts with diverse participants? In this experiential session, we will explore our own processes and concerns about being in groups and how this may impact on how we show up, how we engage and how we relate to a diverse group of participants. Thus we will consider what we learn about ourselves that enables us to work flexibly to best serve different types of coaches, with different practices, in different contexts. This in turn may enable us to raise our clients' self-awareness to what happens for them as supervisees in groups.

ROBIN SHOHE

To be prepared against surprise is to be trained. To be prepared for surprise is to be educated

The title and quote come from an excellent little book called *Finite and Infinite Games* by James Carse. The purpose of a finite game is to have an outcome and once that is achieved the game stops. Virtually all sport is a finite game. Right and wrong are finite games and the law is based on this. The purpose of an infinite game on the other hand is to play for the love of it and the aim is to keep the game going. So improvisation in jazz or drama would be examples of infinite games as would children's play.

To return to a theme of fear and love which I have been teaching for many years, fear is involved in a finite game. The fear of losing something, whether it is the game, a client or a lawsuit. Love knows itself as infinite and can see life unfolding as it is. Going to a workshop for the love of discovery would be an infinite game as would seeing a friend for the love of seeing them. Our life is becoming one which is increasingly transactional and outcome driven. Of course there is a place for such things, but are we being driven by them?

Can we move into a space that embodies some of the qualities of the infinite? I have been using improvisation drama as a teaching tool to help move people (and myself) into a less linear space. Lots of fun and surprises, and paradoxically sometimes some excellent supervision as a by product. But no guarantees.

DR HENRY CAMPION

Mindful dialogue

Dialogue lies at the heart of coaching and coach supervision. It can deepen self-awareness and generate new insights into our behaviour. To do this requires us to be fully present, open ourselves up to one another, and let go of any preconceptions or judgement.

Mindfulness can help us enter just this state of being. Typically seen as an individual practice, the American Buddhist monk Gregory Kramer has developed it as an interpersonal practice called 'Insight Dialogue'.

This experiential session, intended for those who already have an established individual mindful awareness practice, will provide a brief introduction to interpersonal practice.

LILY SETO

Metaphor magic box - Using creativity in SuperVision

The Metaphor Magic Box process draws from symbolic modeling, systems theory, sandplay therapy, and Clean Language. The supervisee uses small objects to build and explore their metaphoric landscape regarding their inquiry and the supervisor facilitates a discovery-based process to support the supervisee in unpacking and examining the content and context of their landscape. There will be a 20 minute demonstration of supervision using the Metaphor Magic Box, followed by small group/plenary debriefs, as well as the introduction of some of the neuroscience behind why metaphors are a powerful way to work with our supervisees.

Based on IJECM article:

Metaphor Magic in Coaching and Coaching Supervision, *International Journal of Evidence Based Coaching and Mentoring*

2018, Vol. [16\(2\)](#), pp.99-111. DOI: [10.24384/000562](#) or perhaps just the title and DOI (which does find it using Google).

MA COACHING AND MENTORING PRACTICE

This course is aimed at internal or external coaches, consultants, mentor co-ordinators, coaching psychologists, counsellors, managers, human resources development or leadership professionals from the voluntary, public and private sectors. You could be new to coaching and mentoring or an established coach or mentor. It's not always necessary to have a degree if you can show you have an appropriate level of experience.

For further information please visit:

<https://www.brookes.ac.uk/courses/postgraduate/coaching-and-mentoring-practice/>

or email iccams@brookes.ac.uk

DOCTOR OF COACHING AND MENTORING

This part-time programme is delivered by the International Centre for Coaching and Mentoring Studies and is aimed at experienced professionals seeking to extend their knowledge and understanding of coaching and mentoring. It has been designed to develop skills and confidence in providing facilitation and consultancy, as well as competence in research and evaluation. The programme integrates professional expertise and scholarly inquiry, culminating in doctoral research training and the design of original empirical research leading to completion of a doctoral thesis.

<https://www.brookes.ac.uk/courses/postgraduate/doctor-of-coaching-and-mentoring/>

or email iccams@brookes.ac.uk

OXFORD BROOKES COACHING AND MENTORING SOCIETY

The aim of the Oxford Brookes University Coaching and Mentoring Society (OBCaMS) is to bring together researchers and practitioners of coaching and mentoring in order to explore evidence based practice and areas of interest to the field.

<https://www.brookes.ac.uk/iccams/networking-and-collaboration/oxford-brookes-coaching-and-mentoring-society--obcams-/>

ILM LEVEL 7 CERTIFICATE IN EXECUTIVE COACHING & MENTORING

This ILM accredited course offers you the flexibility to study for your ILM qualification by attending seminars in Oxford approximately once a month and accessing our virtual learning environment to engage with tutors and peers and additional course content.

This blended delivery format provides a structured approach so that you can participate from a distance and dovetail the qualification with the demands of your work. The course is delivered over a six month period and covers four ILM units, totalling 20 credits:-

- Understanding the Context of Coaching and Mentoring in a Strategic Business Environment
- Undertaking Coaching or Mentoring at a Senior and Strategic Level
- Reflecting on Your Own Ability to Perform Effectively as a Coach or Mentor
- Practicing at a Senior Level
- Becoming an Effective Leader

<https://www.brookes.ac.uk/iccams/opportunities-for-study/ilm-level-7-certificate-in-executive-coaching-and-mentoring/>

**OXFORD
BROOKES
UNIVERSITY**

OXFORD BROOKES BUSINESS SCHOOL

International Centre for Coaching and Mentoring Studies

<https://www.brookes.ac.uk/iccams/>

For further information please email:

iccams@brookes.ac.uk or

commercialservices@brookes.ac.uk

<https://www.brookes.ac.uk/iccams/>