

The logo for Oasis Human Relations, featuring the word "oasis" in a lowercase, sans-serif font inside a white circle.


oasis

Human
Relations

A photograph of a group of people in a meeting or workshop. A man in a blue shirt is smiling and talking to a woman in a red top. Other people are visible in the background, some sitting and some standing.

WHOLE PERSON SUPERVISION

Coaching Supervision with
Head, Heart and Soul



Without reflection, we go blindly on our way creating more unintended consequences, and failing to achieve anything useful

Margaret J. Wheatley

Contents

Introduction	1
Benefits	2
What's different about our approach	3
What's covered	4
What's the format	6
Assessments and assignments	6
Before you start	7
How to apply	7
The facilitation team	8

INTRODUCTION

Coaching Supervision provides much-needed space to reflect, recalibrate and be supported to do your best work as you continue to learn and grow.

Our Whole Person Supervision programme is designed for experienced coaches who want to build on all they have learned through their practice, to provide such a space for others who are on their own coaching journey.

This programme will give you all you need to professionally supervise coaching practice both one to one and in a group setting.



BENEFITS

Supervising with Head, Heart & Soul

You will gain a solid understanding of the theory and practice of coaching supervision, so you are able to supervise authentically and confidently.

You will deepen and extend your own personal coaching practice.

You will become more confident at working with the unknown.

You will discover your own unique style and learn how to adapt your approach to meet the emergent needs of the clients you work with.

You will become part of a supportive community of practice.

WHAT'S DIFFERENT ABOUT OUR APPROACH?

We offer a deeper developmental approach rather than a 'chalk and talk' classroom-based methodology. We believe that the most vibrant and sustainable learning comes through having a go yourself; learning whilst doing and allowing time and space to reflect. We combine professional and personal development with plenty of opportunities to practice what you are learning.

We take a whole person, whole system approach to help you to go deeper and further in your coaching supervision with skill and confidence. Your own development as a person is a central part of this learning process, drawing on who you are as well as what you do in order to help you find your own unique style.

Our approach is rewarding, challenging and practical, enabling you to practice new ways of operating and gain valuable feedback on your impact.

WHAT IS COVERED?

Overview of models and frameworks applied

- » A Whole Person, Whole System approach to supervision and its underpinning philosophy
- » The Oasis Seven Stage Model of effective relationships
- » Seven Modes of Supervision - The Seven Eyed Model (Hawkins & Shoheit)
- » John Herons' Six Category Intervention Analysis in reflective practice

1 Module 1 / Building Solid Foundations

- » A Whole Person, Whole System approach and what it means
- » Principles of supervision and reflective practice: space, concepts, process and feedback
- » Functions and features of supervision: models, purpose, tasks and forms
- » Building systems awareness: diversity and complexity, wider world views and planetary citizenship
- » Creative approaches to mapping systems and sense making
- » The transition from coach to coach supervisor
- » Self-assessment and biography work - understanding my world view
- » How we learn: imaginal, conceptual, practical and affective realms
- » Contracting in the supervisory relationship and preparing the supervisee
- » Developing a daily discipline
- » Defining your own intentions

2 Module 2 / Going Deeper

- » The group in supervision
- » Parallel process and transference
- » Surfacing group dynamics
- » Psychological perspectives and lenses - methods of inquiry; what informs our practice?
- » Safety, vulnerability and trust: the science of the nervous system
- » Working with intentionality: Six Categories of Intervention in supervision
- » The art of effective questions
- » Mindfulness, self-care and developing 'the witness'

3 Module 3 / Relationship, Receptivity and Rigour

- » Conditions for effective challenge - working in tender territory
- » Modes of power, authority, dilemmas, distortions and dramas
- » Affective competence and the emotional life
- » Ways of knowing, ways of being
- » Transactional Analysis in supervision
- » Utilising the wisdom of our bodies
- » Kindness and compassion, managing our energy

4 Module 4 / Opening New Perspectives

- » Stable mind, discernment and staying conscious
- » 21st Century challenges and complexity: purpose, people and planet
- » Unlocking potential, creative solutions and action
- » Working with metaphor, poetry, art and artfulness
- » Change paradox - overcoming immunity to change
- » Wholeness and becoming - transpersonal approaches
- » The self and peer approach to assessment

5 Module 5 / Reviewing and Evaluating

- » Reviewing and evaluating the effectiveness of supervision
- » Letting go, liminality and the unpredictable
- » Self and Peer Assessment
- » Continuous development and future focus
- » Honouring and validating the work of relational supervision

WHAT'S THE FORMAT?

This programme provides an integrated blend of applied theory and practice with support from experienced supervisors.

You will work with models, frameworks and approaches which align with the competency and ethical frameworks of the Association for Coaching and we will combine a mix of facilitator input with experiential exploration and skills practice sessions.

As someone with at least three years of coaching practice, you will continue your personal and professional development journey and identify the scope and approach you want to bring to work as a supervisor.

You will be expected to undertake 15 hours of coaching supervision practice over the course of the programme and engage in 6 hours of supervision and a self and peer assessment will take place on the final module.

ASSESSMENT AND ASSIGNMENTS

Throughout the programme you will be required to agree to produce/undertake the following:

- » A reflective written piece based on your practice and self-study outlining your coaching supervision philosophy, key influences as a supervisor and your intended realm of practice
- » A case study of a supervisory relationship which you will present, a log of practice/ supervision hours, and written or recorded feedback and reflections from your supervision practice to form a portfolio
- » An ongoing learning journal of reflective practice
- » Practice a 'daily discipline' i.e. mindfulness, meditation, movement

A certificate of achievement is awarded by Oasis School of Human Relations and the programme is assessed through a radical self and peer assessment process. The aim is to create authentic self-awareness in an environment of supportive challenge.

We are working towards certified accreditation by the Association for Coaching, and we aim for this to be confirmed before the start of the programme.

BEFORE YOU START

This programme is for you if you have at least three years of coaching practice and are intending to move into a role as a coach supervisor. Or you may want to bring the experience you already have in an informal capacity to achieve a recognised award whilst deepening your skills and breadth of work in this realm. It is also suitable for those with supervisory roles that extend beyond the role of coach supervisor to consider, for example group facilitators or those with responsibility for overseeing internal organisational coaching practitioners and have at least three years' experience.

The first step is a conversation with one of the programme facilitators. This will help you decide whether this is the right programme for you.

The programme is made up of five modules, all held at the Oasis Centre in Boston Spa, West Yorkshire within easy reach of the A1.

Prices for the full programme of 5 modules start at £2,975. Please contact us for details.

HOW TO APPLY

Speak to us

Drop us a line to express your interest: charlotte@oasishumanrelations.org.uk

Or call Charlotte on 01937 541700

Meet us

A conversation with one of the facilitators will help you work out what's involved and whether the programme is right for you.

Dates and prices

Find out more [here](#) or use the QR code below:



FACILITATION TEAM

Facilitated by dynamic coaches with years of experience working with others

Marion Ragaliauskas



For 25 years **Marion Ragaliauskas** has been a Co-Director of Oasis Human Relations, a peer based, not for profit learning

and development organisation based in West Yorkshire. She has over 30 years of experience in developing others and supporting significant change processes with individuals, groups and organisations.

She has undergone extensive training and development in counselling and psychotherapy, coaching, group facilitation, conflict resolution, OD consultancy and supervisory processes and works from a whole person perspective that takes account of the complexities inherent in our 21st Century lives and work.

Marion is a founding member of the Oasis one-to-one executive coaching development service and is a fierce advocate of ongoing personal and professional development to support cultural and systemic change. More recently she has trained with Margaret Wheatley in the Warriors for the Human Spirit Initiative.

Benita Treanor



Benita Treanor is an experienced executive coach, leadership consultant, coach supervisor, author, leader contributor on supervision and a founding member (2002) of the Association for Coaching.

Benita is an AC, CSA and BACP accredited supervisor, executive, coach and psychotherapist and has been acknowledged and recognised for her contributions to pioneering coaching supervision by 'Coaching at Work' and the 'European Mentoring and Coaching Council'. Her original background began in the financial sector before setting up her own successful catering business. She founded her own Coaching and Organisational Development business in 1998 and works with private, public, family business and not for profit sectors both locally and globally.

She strongly believes in emotional, intellectual and experimental values-based investment being essential to co-create learning partnerships, leading to actions for lasting change and development. Benita sees opportunities in respectful challenge alongside diverse and different thinking, as ways to engage with the wider complexities of the whole.



GLOBALLY RESPONSIBLE LEADERSHIP
INITIATIVE



Association
for Coaching

Oasis Human Relations

Hall Mews
Clifford Road
Boston Spa
West Yorkshire
LS23 6DT

01937 541700

info@oasishumanrelations.org.uk

oasishumanrelations.org.uk

School of Thought



Body of Practice



Space for Learning