

INNOVATIVE CPD FOR COACHES

Notion are committed to delivering outstanding Business Coaching and to raising the standards throughout our profession. The Maintaining Coaching Excellence programme offers a convenient way for you to continue your professional development.

“I used the exercise with a senior executive within the public sector to set the directorate 5 year strategy. She then took the model and used it on her team away day. I can’t recommend it highly enough.”

Executive Coach, W. Midlands

Whether you are a professional coach, an internal coach within your organisation or even a manager wanting to improve your people management skills, you will benefit from and enjoy the Maintaining Coaching Excellence programme.



Each module in the series contains an easy to follow interview with a leading coach or business expert, followed by a coaching exercise broken down into clear steps that you can use with your clients.

Additional resources include an action plan template to help you or your client work through the coaching exercise and end up with a clear and measurable action plan.



Modules covers some of the leading issues facing executives today as well as areas that are hard to cover in traditional training.

Example Modules:

- Overcoming Time Issues
- Effective Talent Management
- Dealing with Overwhelm
- Developing your Client’s Vision
- Kickstart your Motivation
- Turning a Negative Attitude into a ‘Star Performer’

Modules can be purchased in a number of ways to offer maximum flexibility to both large corporates with teams of internal coaches as well as a professional coach looking to develop their own skills. The formats also ensure that the material is easy to acquire and can fit in with a busy schedule.

Available in different formats:

- CD & Printed resources
- Downloadable MP3 & PDF
- Fully trackable e-learning platform

For larger groups the modules can be used on a branded e-learning platform that offers maximum flexibility and full traceability for the organisation.

All content is highly pragmatic and designed to be immediately beneficial to the coach.



For more information, or to sign up, visit: BusinessCoaching.co.uk/cpd-for-coaches

SUPERVISION FOR INTERNAL AND PROFESSIONAL COACHES

Supervision is a critical activity. It allows coaches to continue to hone their skills, reflect on particular situations with an experienced Coach and for them to consider a range of alternatives that they may have taken – specifically how they could have improved their performance both for the client and the sponsoring organisation. It should always be included alongside an educationally based CPD programme.

We offer fully managed supervision programmes and a range of supervision interactions which include:

- 1 to 1 Coaching Supervision
- Group Supervision for Internal Coaches
- Telephone Coaching Supervision

Notion has one of the most experienced and highly qualified Supervision teams in the UK, who together have supervised almost 300 coaches over the last decade.



Our Head of Supervision is **Cathy Lasher**. With three formal Supervision qualifications, Cathy has been supervising coaches for 10 years and has personally supervised over 200 coaches over this period.

Our team also includes **Karen Skehel**, one of the country's most experienced business coaches, who has a diploma in Supervision from the CSA and has been supervising other coaches for over 3 years.



THE BENEFITS OF SUPERVISION

Our supervision benefits individuals (both client and coach), their teams, and perhaps most importantly the partner organisations. Our coaching supervision also provides support and quality assurance.

The specific objectives of our coaching supervision are to:

- Enhance the quality of the coaching
- Provide an external support structure for coaches
- Develop the coach's 'internal supervisor' i.e. reflecting on one's work constructively / objectively
- Support the end-user clients
- Help the coaches deliver coaching to meet organisational strategy

In the case, where we are providing group supervision, additional benefits are:

- Learning from other group members
- Enhance the 'observer' function
- Leveraging the experience of one individual to a larger group
- Extending the knowledge base of coaches efficiently, sharing new tools and best practice
- Networking and connecting with colleagues
- Increased clarity about organisational or system-wide issues

OUR APPROACH

We base our supervision on two basic models. The first is Honey and Mumford's model of learning styles, as derived from the work of Kolb, in which a permanent cycle is set up of action – reflection – theorising – planning – action. All these phases would form part of the supervision session, with a special emphasis on reflection, a stage that is often left out of our work. The second model we would use is Hawkins and Shohet's Seven-Eyed Model of Supervision. This model gives us seven different eyes or perspectives through which to view each coaching situation. We help the coaches to use this model as a tool for self-reflection, to help prepare for supervision, to help 'supervise' themselves and for providing a map for working in the group.

GETTING STARTED

Please contact us and we can design a bespoke coaching supervision programme to meet your organisation's requirements. We can also provide a detailed example group session structure.

We aim to develop programmes that offer our clients the maximum flexibility and also the best return on investment. We can put together options to meet organisational budgets and individual coaches needs.

For more information, visit: BusinessCoaching.co.uk/supervision

Nothing beats hearing from the clients themselves. We have over 80 client testimonials and case studies on our website, from large corporates, entrepreneurs and the public sector.

Please visit BusinessCoaching.co.uk/testimonials



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