

INNOVATIVE CPD FOR COACHES

Without proper consideration as to how quality might be sustained, many coaching initiatives fail to deliver their intended benefits. Through our innovative CPD programmes, Notion are committed to ensuring that clients (and coaches) can continue to leverage their investment.

*"A must for any coach...helps to build the blocks for competent practice."
Professional Training & Coaching Consultant, UCL*

*"This workshop on Reflective Practice and Supervision was an in depth approach to both, with both theory and practical examples – an excellent day spent"
Professor, UCL*

Whether you are responsible for the coaching function inside your company, or perhaps delivering a major coaching initiative, or whether you're an internal coach for your organisation or even an independent professional coach, you will definitely benefit from our carefully constructed CPD programmes.

From full-day and ½-day Master Classes, to individual and group supervision sessions and a range of other resources, our talented team work with clients to design bespoke CPD programmes to ensure that skills stay sharp and that your trained resources remain motivated to continue to deliver into the business.

MAINTAINING COACHING EXCELLENCE (MCE)

To support trained coaches even further, we have recorded a series of studio-quality audio programmes that together make up our MCE programme. Presented as a series of single-modules that tackle some of the most pressing issues facing executives today, they allow for an in-depth exploration of coaching around each theme and offer insights as to how a coach might utilise specific tools and ideas as a part of their coaching toolkit. Each module is further supported by action plans and templates for use with clients.



Available in different formats:

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

Building to an invaluable resource, these programmes can be interspersed with Master Classes and other CPD activities designed to continually drip feed new ideas and insights.



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 to smaller groups and individual coaches looking to develop their skills. Various formats are available to ensure that the material is easy to acquire and can fit in with a busy schedule.

SUPERVISION FOR INTERNAL AND PROFESSIONAL COACHES

Supervision is a critical activity. It allows coaches to continue to hone their skills by reflecting on particular situations with an experienced Coach and then considering a range of alternatives that they may have taken – specifically how could they have improved their performance both for the client and the sponsoring organisation. Supervision 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, having 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.

Sue Stockdale and Jackie Arnold, two of the UK's most prolific authors & supervisors, complete our supervision team.



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.

Our approach to Coaching Supervision aims 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

Our group supervision provides additional benefits:

- 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 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, an important stage that others tend to skip.

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 as a map for working in the group.

GETTING STARTED

To embed coaching techniques into an organisation needs proper support. We can design a bespoke CPD programme for your exact needs and budget. Ask us for a detailed example group session structure.

We walk our talk. Each member of our team has their own Supervisor as well as a Coach. With the combined experience across the Notion team, we are able to offer a very broad range of Master Classes to support your coaches development.

To learn more about our approach, please visit: BusinessCoaching.co.uk/supervision or call us for a chat.

Nothing beats hearing from the clients themselves. We have over 80 client testimonials and case studies on our website.

Please visit BusinessCoaching.co.uk/testimonials



NOTION

Notion
12 Hamilton Terrace
Leamington Spa
Warwickshire
CV32 4LY

T: +44 1926 889 885
E: info@notionltd.com

BusinessCoaching.co.uk