



CoachME SUPERvision  
**BECKETT  
McINROY**

**TEAM COACHING**

**SUPERvision**

[www.beckett-mcinroy.com](http://www.beckett-mcinroy.com)

## What is Team-Coaching SUPERvision?

After initially defining SUPERvision & Team Coaching, this article shares both the importance of SUPERvision for Team Coaches, as well as distinctions between SUPERvision for Coaches who coach one-on-one or in groups.

## What is SUPERvision?

Originating in the fields of therapy & counselling, & established in education & medicine, SUPERvision provides a developmental, restorative, resourcing & benchmarking safe space where Coaches (Mentors, Leaders & so forth) can reflect upon their professional practice. Formats include one-on-one & group SUPERvision.

SUPERvision can also be provided with co-SUPERvisors. It differs from Mentor Coaching where a more experienced Coach provides mentoring, feedforward, coaching, & target setting on live or recorded coaching session mapped to the ICF Competencies & markers & usually for credentialing purposes.

## What is Team Coaching?

*"...a small number of people with complementary skills who are committed to a common purpose, performance goals, & approach for which they hold themselves mutually accountable."* - Katzenback & Smith (1993: 45)

Team Coaching enables teams to focus on their purpose & common goal, ways of working together & processes (Thornton, 2016), drawing upon collective capability (Clutterbuck, 2014; Jones et al, 2019), as well as thinking 'systemically' (Hawkins, 2017) by 'listening' to the needs of internal stakeholders, & beyond.

CoachME Team Coaching, the model that WE\* use, is data-driven & blends a results-oriented approach, reflection & learning at team level, agility & action planning, celebration, as well as transition planning – coping with setbacks & dependencies (BECKETT MCINROY, 2012).

## Common Themes in Team Coaching

Team Coaching SUPERvision include:

- Is the team ready?
- How do WE price & pitch team coaching?
- How brave can WE be when sharing 360 data with the team?
- What do WE do when the team are postponing sessions?
- Should WE be coaching team members individually & as a whole team?
- Is it a team or a group? What do WE do with parallel processes?
- What ways can WE blend even more with my co-Team Coach?
- How do WE manage disruptive team members?
- What should WE do next?
- In terms of contracting with organisations, how can WE get liability insurance?
- How can WE create an iterative team coaching roadmap in partnership with the team?

## Why Choose an Accredited Team Coaching SUPERvisor?

Accreditation indicates that your SUPERvisor's work aligns with the principles, competencies and functions of SUPERvision outlined in the Coach SUPERvisor Competency Framework of the professional body they are accredited with and that they have been assessed as well as providing references for their work. #EMCC and #ACglobal have their SUPERvision competencies whilst #ICF are presently working on theirs.

'When is the right time for Team Coaching SUPERvision?' & I always answer, 'Before any initial conversations about a team coaching project!' For me Team Coaching SUPERvision is invaluable & an essential part of the growth of Team Coaches & the field. Why? We don't know what we don't know... Teams are complex... 3+ way contracting can be daunting... For Team Coaches to be at their best, benchmarking is needed...

The restorative element of SUPERvision, especially in team & board coaching engagements can keep us 'healthy' & grounded.... We could go on...

## Qualifications & Expertise

Although best-fit Coach-SUPERvisor relationships are all about chemistry & psychological safety, WE also believe that training, ideally with assessment, as well as experience in Team Coaching & SUPERvision are essential for optimum Team Coaching SUPERvision. WE believe that Team Coaching SUPERvisor's impact can benefit from an awareness of organisational dynamics & business acumen, procurement requirements as well as sector specific knowledge, cultural, religious, & other identity nuances. Experience of working effectively with groups for group SUPERvision & ways of supporting Co-Coaches is also an advantage. It is also advantageous for SUPERvisors to be aware of a range of Team Coaching models, not just the ones that they trained in, as well as various approaches such as gestalt, positive psychology, existential enquiries, & humanistic work.

WE see Team Coaching SUPERvision as a 'step up' as opposed to a sideways move from one-on-one SUPERvision & feel the same about Team Coaching compared to one-on-one coaching due to its complexity.

\*Why 'WE' not 'we? WE wish to emphasize that all things about Team Coaching are relational and so it needs to be 'WE' from the get-go.

Curious? Reach out to [simon@beckett-mcinroy.com](mailto:simon@beckett-mcinroy.com), our COO, to arrange a chat with one of our global team or to sign up to our next cohort of group sessions of Team Coaching SUPERvision.