

Postgraduate Diploma in Organisational Supervision





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“Supervision is making an important contribution to the professional development and quality assurance of consultants and executive coaches. With the growing professionalism of the organisation consulting and coaching fields, supervision is central to many formal qualifications in this field. As more consultants work independently or as ‘sole practitioners’ in their assignments, there is a growing need for time and space to reflect in a supervisory relationship.”

Erik de Haan,
Program Director and Director of
the Ashridge Centre for Coaching.





Become an accredited supervisor and an expert in coaching supervision

Overview

This qualification gives coaches the skills, creditability and confidence to offer a new service to their clients. It is designed to build their status as a senior practitioner and supervisor of coaches and consultants.

Who is it for?

- Experienced organisational development consultants
- Experienced executive coaches
- Coaches and supervisors already running their own business, who want to add an enhanced service to their clients.

Structure

This program is delivered part time over 14 months. It offers an opportunity to be supervised on any aspect of your work, individually and in a group of similarly experienced consultants. Each day will follow a supervision theme, with a focus on coaching supervision in module one, and organisation development supervision in module two.

Teaching methods include input, sharing of theory, frameworks and models of supervision, group discussions, experiential work and work with video. Each workshop includes a live supervision session, where creative methods of supervision are demonstrated and participants have the opportunity to both supervise, and receive supervision.

A natural progression in your learning

This program develops your theoretical knowledge of the psychological underpinnings of supervision, as well as your critical evaluation of supervision models and theories.

It is a natural follow on from the Masters in Executive Coaching.

It is structured around three modules. The first two are based on a series of six intensive workshops, each lasting two days. Module three is an accreditation module, during which participants demonstrate that they have achieved the required level of competency.

“After coaching and consulting for 25 years, I wanted to find another way of making the most of my skills and experience. I wanted the opportunity to support other colleagues in learning and growing from their practice. It felt like a natural transition, the next phase in my career.”

Terri McNerney,
Organisation Consultant, Inspire the Best.

Module one: Advanced Coaching Supervision

Workshop one: What is coaching supervision?

This workshop looks at the benefits and risks of coaching supervision. The basic outcomes and effects of supervision are also discussed, as well as how supervision can be used effectively in practice. The basic principles of Ashridge's relational and reflexive approach to coaching supervision are introduced. We also use reflective theory to explore the different levels at which we can work as a supervisor.

Workshop two: Understanding the supervisory role

New areas of supervision focus will be introduced through working with some of the most established models of core qualities, challenges, aspects of personality and feedback. You will also discuss the Ashridge view on assessment, evaluation and feedback to supervisees.

Workshop three: Individual versus small group supervision

You will be introduced to different ways of working as a supervisor in small groups. You will discuss the purpose of supervision and benefits that individual and group supervision has for different client groups. Small supervision groups are used as a platform to explore client dynamics and group relationships and how supervision can optimize the natural dynamics and lifecycle of the group.

Module two: Personal Reflection Journey

Workshop one: Supervision for internal coaches and consultants and supervision of team coaches.

This workshop looks at the role and impact of a supervisor working with an organization. You will either work with the organization's internal consultants, or directly on the organization's learning agenda and strategies. On the second day, you will recognize the role a supervisor can play in complex, multi-party consulting engagements. You will learn how supervisors can act as 'shadow consultants' to consultants or teams of consultants. The ways in which group supervision can be adapted to working with a team of organizational consultants is also explored.

Workshop two: Supervision of OD consulting and creating a 'shift' in the room

You will be introduced to a model for working with a whole organization and its dynamics. The model demonstrates the advantages of the supervisory role which stays detached from the organization's dynamics. You will also look at the difference between the role of an organization development consultant's role and the supervisory role in this context.

The focus of the second day is the 'here and now' of supervision. A significant shift during your supervision practice can have important reflective and potentially transformational consequences in organizations that your supervisee works with.

Workshop three: Ethical maturity in coaching and organization development supervision

You will develop a deeper understanding of accountability, professional ethics and the handling of boundaries. You will be asked to move away from the concept of duty and dependence on ethical codes, towards an approach that we describe as 'mature relational ethics'

Module three: Ashridge Accreditation Process

Module 3 consists of the Ashridge Supervisor Accreditation Process. Its aim is to provide a rigorous peer assessment of the competence of the coaching and organisation development supervisor on all seven supervision accreditation criteria that are used for assessment throughout the Ashridge Postgraduate Diploma in Organizational Supervision. Ashridge Accreditation involves the assessment of your skills, knowledge, understanding and experience in supervision practice. You are required to present a portfolio of evidence of your competence as a practising supervisor including:

- Self-assessment as a supervisor, including a statement of your philosophy of supervision and your general approach towards your clients
- A record of regular participation in executive coaching and/ or OD consulting work, and your own supervision
- A record of your practice of being a supervisor
- An example of normative supervision in your practice.

In addition, you will take part in a live assessment of your professional competence by a panel. This consists of:

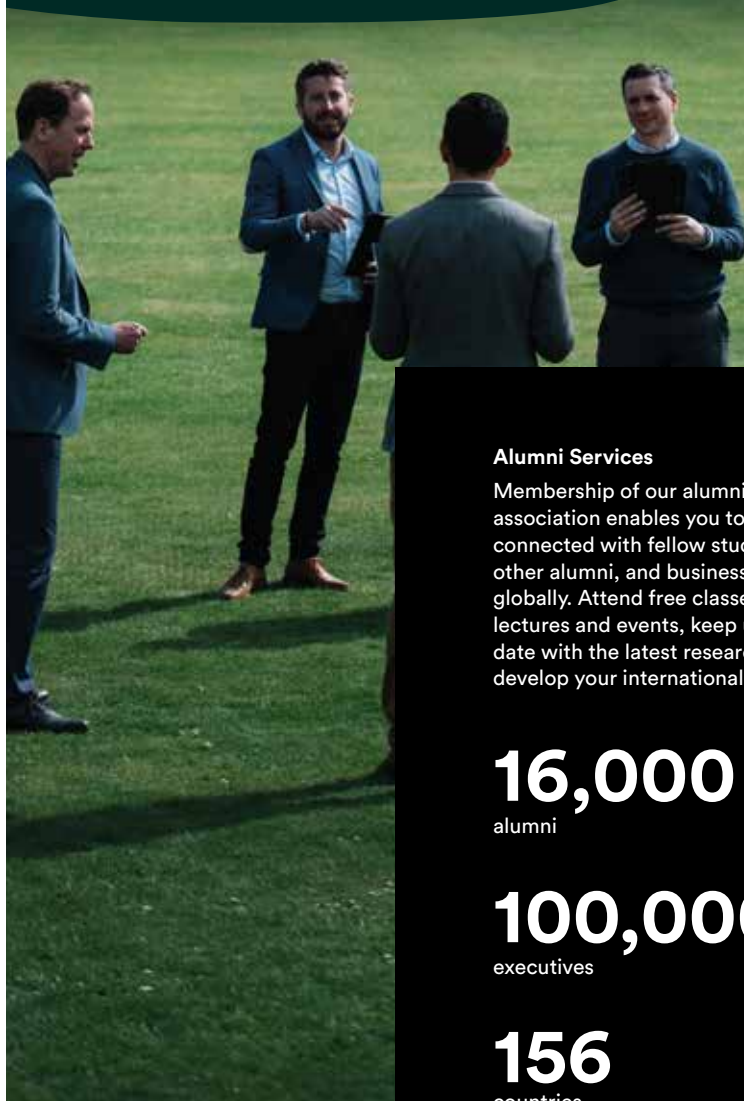
- A live supervision session of 20 minutes, which is recorded
- A review session about your thought processes and reflection on the supervision session
- Peer review of the supervision session by yourself as the supervisor and also from other candidates and faculty
- An observation of your supervisory competence by two members of the Program Team. Concepts, theory and methodologies will be assessed on many levels, ranging from acquisition, critical evaluation, building of competences, self-appraisal, enhanced self-awareness and application of supervision practice.

Coaching Supervision Sessions

We view ongoing supervision as a vital way to maintain and grow the quality of individual coaches. Participants in supervision groups gain more coaching experience and learn from direct observation and feedback. All Ashridge accredited coaches are expected to continue their development. They are required to attend regular supervision proportionate to the volume of their coaching work. Many coaches use the supervision group to prepare for accreditation.

“I had already completed the Masters in Executive Coaching and wanted to offer supervision as well. I knew I would need to extend my skills and theoretical base in order to do this well, and I wanted a programme where the teaching and learning would be of the same high standard, the approach would be congruent, and the cohort as supportive as I had experienced before. Ashridge was the obvious choice for me.”

Jane Cox,
Executive Coach, Facilitator and Mentor.



Alumni Services

Membership of our alumni association enables you to stay connected with fellow students, other alumni, and businesses globally. Attend free classes, lectures and events, keep up-to-date with the latest research and develop your international career.

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