

## PROFESSIONAL SUPERVISION

The New Zealand Coaching & Mentoring Centre provides professional supervision for internal and external mentors and coaches. Supervision as an important component of effective 'best practice' and the professional development process.

### SUPERVISION: A NECESSARY PART OF PROFESSIONAL PRACTICE

Supervision is now a recognized requirement for professional coaching and mentoring. The worlds top professional bodies in Coaching and Mentoring have developed policies that all coaches and mentors should have supervision from a trained supervisor.

Supervision has been the mainstay of other professional helping professions such as counselling, social work and psychology. Increasingly supervision is recognized as important for those in business related arena's such as coaching, mentoring, organisational development and leadership development. The importance of supervision for the professionalism of coaching and mentoring practice cannot be underestimated.

*" A coach/mentor must maintain a relationship with a suitably qualified supervisor, who will regularly assess their competence and support their development."*

- The European Mentoring and Coaching Council (EMCC).  
Code of Ethics 2010

### WHAT IS SUPERVISION?

Supervision is a formal arrangement for coaches and mentoring professionals to examine their work regularly with someone who is trained and experienced in coaching and supervision. Supervision is a partnership to ensure accountability, education and support that encourages the highest professional standards and encourages safe and effective coaching/ mentoring practice. Supervision maximizes the outcomes of a professional coach/client relationship.

What's important is the ongoing self-development, continued professional development and learning of the coach or mentoring professional. This includes increasing an awareness of ethics, safe practice, blind spot identification and a self-monitoring ability. In a confidential, non-judgemental forum the coach can explore what is going on in their practice. The structured and meaningful conversation about these issues is both supportive and stretching.

- > Be supported and nurtured as a professional and give attention to your own development and needs
- > Reflect on your work in a structured forum and gain new awareness, insights, and ideas
- > Identify blind-spots, patterns and new development areas
- > Experiment with and plan the application of new thinking

*" Supervision is a place where a living profession breathes and learns... supervision can be a very important part of taking care of oneself, staying open to new learning, and an indispensable part of the coach's ongoing self-development, self-awareness and commitment to learning."*

- Hawkins and Shohet

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## NZCMC DIRECTOR AND COACHING /MENTORING SUPERVISOR IS LORETTA BROWN

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MSW (Hons). BA Education

NZCMC Director & Principal Leadership Coach

Loretta is a very experienced supervisor, crossing many professional arenas including managerial supervision, community development, social policy and social work supervision, and academic supervision. As a member of ANZASW Loretta has been involved with the development and training of supervision for the health and social services sector in New Zealand. Over the past 10 years Loretta brings this supervision experience to coaching and mentoring supervision. Using critical reflection models, strategic and possibility questioning and leadership development technologies, Loretta provides a robust, multilayered model of support and development to experienced and seasoned coaches. Loretta has trained in supervision with Joan Wilmot (Centre for Supervision and Team Development UK) and is vigorously engaged in ongoing professional development in leadership, coaching and supervision.



*" Tell me your story. Where do you stand right now? What are your hidden potentials? Where are you stretching in your practice? What are you nearly ready to learn and embrace and look square in the eye...? Reflection on our coaching is so important in order to step back, be curious and ask the hard questions. I will help you to stay excited and nourished by your work"*  
- Loretta Brown, 2010