



TAO5 Online program

SUPERVISION

STARTS 6 JANUARY 2021

TRAINERS:

SARI VAN POELJE

BEATRIJS DIJKMAN

Knowledge
is of no value
unless you put it
into practice.

ANTON CHEKHOV

THE PURPOSE

Supervision is the art of supporting the development of professionals like trainers, coaches, leaders and consultants, so that they can develop their clients more effectively. The purpose of the supervision academy is to give you multi-disciplinary theory and practical tools to become a supervisor in the helping professions.

THE GOALS

The supervision academy is focussed on developing professional autonomy in four areas:

1. What do you do? Theoretical and technical knowledge – helping coaches and consultants develop an integrated frame of reference within their profession
2. How do you do it? Procedural knowledge – helping coaches and consultants build up flexible methods and procedures to deal with the requests of their clients
3. When do you do what? Judgement – helping coaches and consultants understand their ways of analysing, ethics and identity
4. Who are you as a supervisor? Identity – helping coaches and consultants increase their abilities to combine intuitive and planned insights and deal with ambiguity

Entry requirements

The TAO5 programme has been approved for CCEU status and carries 58 credits (41 for core competencies and 18 for business development).

In order to be admitted to the programme we would expect the following experience and qualities:

- At least 200 hours of coaching or consultancy practice
- Graduation from a certified coaching training programme
- A commitment to critical self reflection and developing your own professional supervision practice
- Credibility, authenticity, self-awareness and self-regulation

Program

This program offers a series of practitioner-based, competency-led modules facilitated by experienced Intact coach-supervisor faculty. The programme includes 8 days plus 2 days international exam and practice groups interlinked by 3 supervision practice days.

Over a 9-month period you will experience:

- A 1-hour Orientation via Conference Telephone Call to position the modules and any preparatory work required.
- 3 supervision practice days to support your development
- 5 workshops comprising theory, demonstration and live supervised practice in triads and small groups and an accreditation process
- Peer coaching and supervision

Module one – Role and Relationship in Supervision

- Understanding the programme
- Self assessment and presentation
- Personal development plans
- What it means to be a coach supervisor
- Building the relationship
- Understanding the differences between coaching and supervising.
- Understanding coach development
- Adult professional development
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Module two – Supervision – What, Why & How

- Becoming a supervisor
- Defining supervision
- The functions of supervision
- Building the supervisor/supervisee relationship
- Taking appropriate authority & power
- Contracting for supervision
- The core competences
- Models of supervision
- Ethical and legal issues

Module three – Psychology in Supervision

- Critical reflective practice
- Relationship dynamics and power issues
- Understanding transference and counter-transference
- Strategies and interventions
- The professional as a researcher of his/her own practice
- Group/peer/one-to-one supervision – exploring the options

Module four – Supervision in Organisational Contexts

- The organisation-in-the-mind
- Group dynamics
- Contracting within the organisational context
- Developing and implementing supervision in organisations
- Supervision from a systemic perspective
- Supervision, human resources and organisation development

Module five - Accreditation workshop

You will participate in a highly rigorous assessment process where you will be assessed against key criteria on aspects of your work:

- A written articulation of your 'signature' model of Supervision Practice e.g. a coherent synthesis of your principles that inform your practice. i.e. the values, key influences, training, experience actual practice, and desired outcomes etc. that comprise your 'brand 'of Supervision (3000 - 5000 words)
- A demonstration of your supervision competence via audio or video recording. This will be accompanied by a written submission that gives the background and context to the recording and a commentary on your work.
- A Reflective Learning Essay giving an account of your learning experience and how it has translated into supervision practice (1500 - 2500 words)

Supervision Days

During this supervision workshop you will be able to:

- Get supervision or coaching to support your personal readiness
- Present your supervision clients for review
- Give live Supervision and get feedback
- Present your theoretical supervision framework
- Meet and exchange with other international colleagues
- And much more depending on your requests...

You are welcome from any field or any stage of preparation for certification.

CLIENT SUPERVISION PROCESS

The participants will be providing real supervision to intact participants in other

years or their own clients over the 6-month period of the program. The supervision is a powerful process that will enhance the performance of clients and supervisors alike.

The client will be coached 8 x 1 hour. The client will be expected to participate in whatever tools or process the supervisors need to ascertain needs and realize the learning contract.

Because this is a learning requirement, participants will not work for a fee, unless explicitly contracted by their clients. They will receive supervision from the program facilitators.

Intact will if necessary contract to clarify objectives, maintain the positions of those involved and stay in contact with the clients too about progress.

All data collected by the supervisors will be used to develop their case study.

CASE STUDY

The purpose of the case study is to show that you have integrated knowledge of concepts and can apply them in practice in your field of work. The case study is about the theory and application of theoretical concepts in the supervision process. The case study has to illustrate a process with the client (so not a one off), which is part of your usual field of work.

A format of the case study will be provided during the program.

FINAL ACCREDITATION CRITERIA

At this level we expect participants to be:

- Able to manage their own process in a way that supports the client's process in an Ok and equal way
- Able to present a range of supervision concepts and applications which they review continuously
- Able to establish clear and ethical contracts even in ambiguous settings
- Flexible in their relationship with the client in order to meet their developmental needs
- Aware of underlying key issues
- Able to use feedback and challenge effectively to enable insight and learning

PLANNING

The next supervision academy will be given on:

6-7 januari 2021
10-11 februari 2021
17-18 maart 2021
21-22 april 2021
19-20 mei 2021

COST

The costs for each program are 1900 EUR for individuals and 2200 EUR for participants whose organisations pay.

For people who can show they have a minimal income (below Euro 1500 per month) we offer up to 40% discount depending on their individual income. Paying in 3 instalments is possible.

REGISTRATION

More information? www.intactacademy.com

Register through link: <https://intactacademy.com/planning/>

YOUR TRAINERS



Drs Sari van Poelje is an international team coach and expert on agility and innovation. Sari has been the director of Intact Academy for 35 years, training coaches and consultants all over the world. She works as a consultant in Team Agility with multinationals, family businesses and startups to help them innovate their business. She is a licensed teaching and supervising transactional analyst, Msc supervision, PCM trainer, NOBCO-EMCC accredited master coach, master systemic team coach. She has published numerous articles and books on leadership, coaching and organizational change.

Beatrijs Dijkman, (PTSTA from August 2020) CTA-E, MSc Developmental TA. Beatrijs is a trainer and educator in higher education. She works for Health Care, Social Work and Pedagogics and works with creativity. She uses that in her TA trainings and in supervising students and social workers. She enjoys creating a platform for others to write in her job as head editor of TAMagazine, a magazine for TApractitioners. The moments when individuals and groups are confronted with themselves and their life story are the moments in which her passion for TA comes out. She considers it a privilege to be present and influence those moments.