6th Ridler Report Workshops

‘Best Practice in Coaching – the Sponsor’s Perspective’

November 2016 ‘COACHING SUPERVISION IN THE CIVIL SERVICE’

Sponsored by KDVI



6TH RIDLER REPORT - WORKSHOP

Supervision and Coaching Community in the Civil Service

November 2016

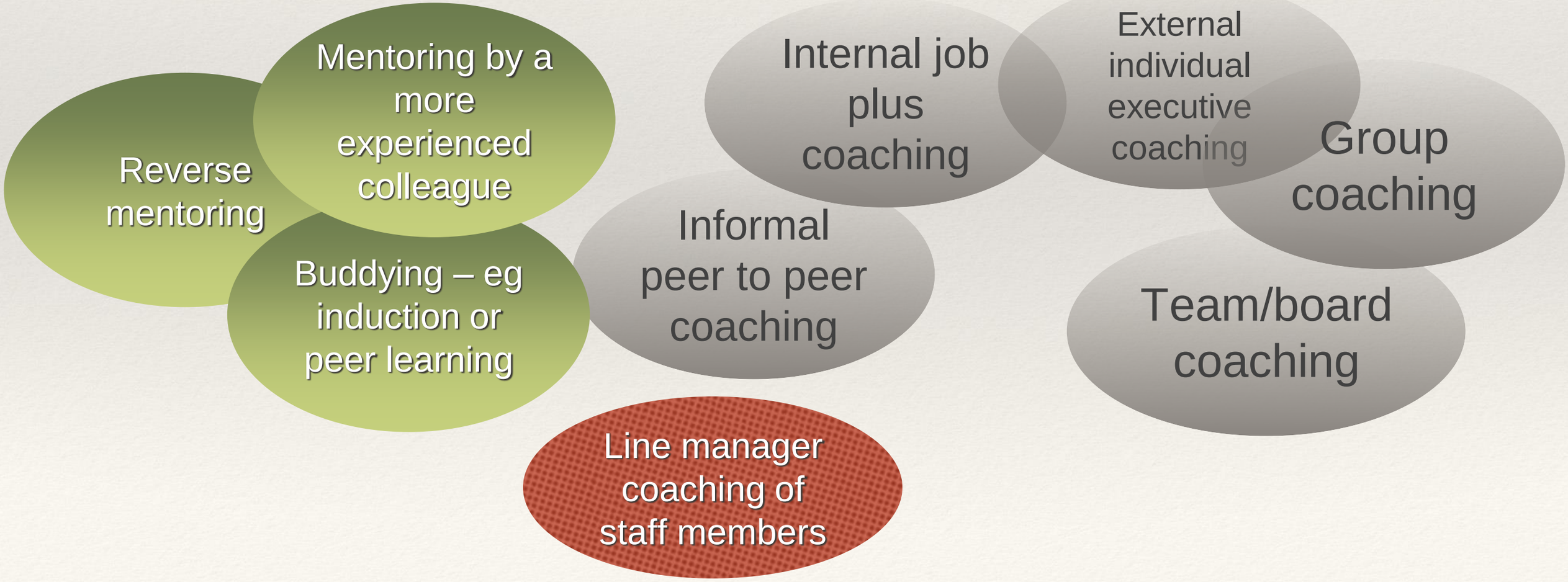
James Pritchard PhD
former Learning Consultant,
Civil Service Learning

Why encourage supervision?

- Coaching as ‘evolutionary transformation’ at the system level as well as the individual
- Supervision as post graduate learning through experience:
  - Normative
  - Formative
  - Restorative
  - Building coaching community?

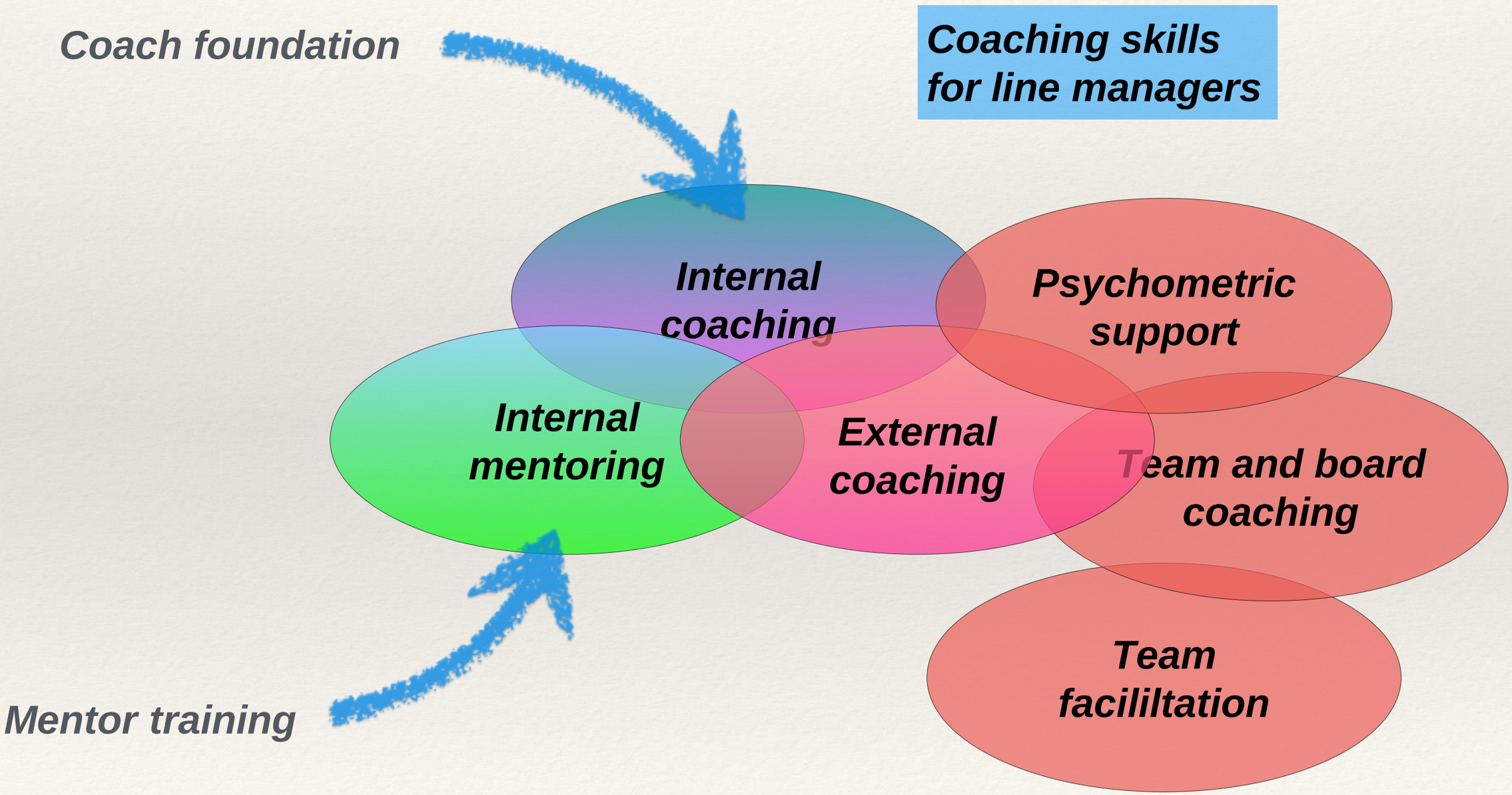
Mentoring/Coaching in Government

- Achieving more with less/Resilience
- Working in a Political environment
- Building a positive culture through coaching/mentoring



Coaching/Mentoring offer

- enabling good coaching conversations throughout the Civil Service



Supervision - require or provide?

- Internal coaches
  - group of ~8 one day per year with external supervisor - half a common CPD topic across all groups and half case based
  - one day self-facilitated - usually case based
  - Each group member also gets one hour 1:1 with supervisor
    - Ad-hoc buddying with 1-2 members of the group
- Mentors
  - Normally none - but would be a good idea!
- External coaches
  - Self reporting - basis of trust. . . . .
- Community building
  - Meet the coaches
  - System themes events

Group work - questions

- What is current best practice supervision for internal and external coaches in your organisation?
- How do you know it is happening and is helping?
- How could supervision be improved and what else could you hope to achieve through supervision?



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- *To find out more about the 6th Ridler Report, go to:-*
- *www.ridlerandco.com*

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