




Training ALS facilitators

Providing supervision


Issues brought to supervision

So what? The difference supervision has made



TRAINING ALS FACILITATORS

- z Experiential
- z Practice in each role within a set
 - i learning about me and my issue
 - i learning about how a set works
 - i learning about facilitation
- z Individual written feedback against core competencies of the International Coach Federation



C.L.E.A.R.

- z **Contract** - how we will work together and our desired outcome
- z **Listen** - actively
- z **Explore** - question, reflect, summarise
- z **Action** - help the presenter choose a way forward
- z **Review** - help the presenter to describe the action they will take

FURTHER SUPPORT

- z www.3dcoaching.com
- z 3D Juggling
- z Facebook (3D Coaching)
- z www.3dcoaching.blogspot.com
- z Twitter (3dclaire)
- z Drop-in sessions
- z Being in a set
- z Supervision



SUPERVISION

- z Why?
 - i To maintain confidence and competence
- z How?
 - i Free 1 hour drop-in sessions and tele-conferences for ALS facilitators we have trained
- z Who?
 - i Trained coach supervisors
- z Where?
 - i London, Milton Keynes and wherever there's a 'phone
- z When
 - i Every other month and as part of in-house ALS training

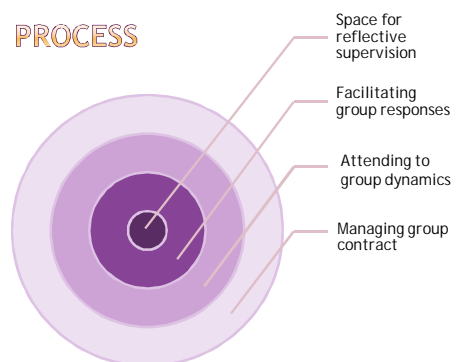


CONTRACTING

- z Hear what each person wants to bring to the group
- z Options:
 - i Negotiate time and order for each
 - i Explore which issue represents the core concern of the group
 - i Trust the process



PROCESS



ISSUES WE EXPERIENCE AS ALS FACILITATORS

- z Personally
- z For set members
- z For organisations/sponsors



SO WHAT?

Supervision has enabled facilitators to:

- z Identify and safely share organisational learning
- z Manage difficult set dynamics, including issues related to organisational hierarchies
- z Challenge unreasonable requests from organisations
- z Articulate benefits for individuals, teams and organisations
- z Refresh stale sets



WHAT WE ASK AT THE END

What one thing
Are you going to
do differently now?



Jane Sandwith

jane@3dcoaching.com

07813 987745

www.3dcoaching.com

