

Third Americas Coaching Supervision Conference

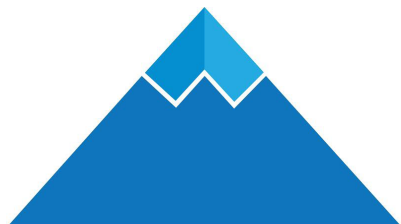


**AMERICAS COACHING
SUPERVISION NETWORK**

Hosted Virtually May 7-9th, 2020

Lily Seto Coaching & Consulting and Goldvarg Consulting Group

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**AMERICAS COACHING
SUPERVISION NETWORK**



AMERICAS COACHING SUPERVISION CONFERENCE 2020

We welcome you to the Third Americas Coaching Supervision Conference and hope that you will find the program as exciting as we do. As the coaching supervision practice grows in the world, this event is an opportunity to learn new skills, reflect on our practice, and meet colleagues from different countries committed to work on their development. And, it is a uniquely “Americas” event – North, and South America, and Europe and Asia as well.

This year, we have a global community connecting virtually. We hope you will invest time to re-connect with colleagues, meet new colleagues, and engage actively, participating in demos, taking risks, and joining us in building a strong community of professionals dedicated to the development of the coaching profession. With three days full of events, you will be able to choose the events that you wish to attend in real time and choose the ones to watch the recording of at a later date.

And most important, have fun and laugh joyfully!

Lily & Damian

Conference Hosts

AGENDA


Day 1

May 7 (Times are in PDT)

07:00 – 07:30	Opening; Meet your colleagues – Lily Seto and Damian Goldvarg (includes sharing expectations in small breakout rooms) ~ Bilingual
07:30 – 09:00	Keynote ~ Professor Peter Hawkins – <i>Current and Future Challenges for Supervision</i>
09:00 – 09:15	Break
09:15 – 10:30	<i>Why Feedback Fails and How to Make it Meaningful!</i> – Lise Lewis ~ English
10:30 – 10:45	Break
10:45 – 12:00	<i>Young tunes on an old fiddle! Making music across the generations</i> – Kristina Crabbe & Carol Whitaker ~ English
12:00 – 12:45	Community Gathering Room – bring your coffee, tea, lunch, breakfast, dinner and meet your colleagues from around the world for small conversations
12:45 - 14:00	Demo– <i>Group Supervision: Between Mystery and Magic</i> – Sam Magill ~ English
14:00 – 14:15	Break
14:15 – 15:30	<i>Brave Supervision: your own call to courage as a Supervisor</i> – Nancy Tylim ~ Bilingual
15:30 – 15:45	Break
15:45 – 17:00	<i>Like Father – Like Son – Like Coach</i> – Adriana Rodriguez & Elena Espinal ~ Bilingual
17:00 – 17:15	Break
17:15 – 18:30	<i>Coaching Supervision with the Brain in Mind</i> – Jeff Nally ~ Bilingual
18:30 – 18:45	Break
18:45 – 20:00	<i>Graceful Supervision Presence in a Pandemic World</i> – Lily & Damian

Day 2

May 8 (Times are in PDT)

07:00 – 07:15	Opening, Movement/Breathing/Body Exercise – Lily Seto, Damian Goldvarg and Eliane Fierro ~ Bilingual
07:15 – 09:00	<i>Keynote</i> ~ Pam McLean – <i>Going Deeper: Use of Self as Instrument in our Work</i> ~ Bilingual
09:00 – 09:15	Break
09:15 – 10:30	<i>Supervision of Organizational Coaching</i> – Michel Moral ~ Bilingual
10:30 – 10:45	Break
10:45 – 12:00	<i>Demo – Supervision – Rational thinking or a Kinesthetic, emotional response</i> – Martine Bizouard & Jeanine Bailey ~ English
12:00 – 12:30	Break
12:30 – 13:30	Community Room sponsored by CSA North America- Movement, music, etc.
13:30 – 13:45	Break
13:45 – 15:00	<i>Demo – Ontological and Systemic Coherence in Coaching Supervision</i> – Alicia M. Agüero & Tani Sturich ~ Bilingual
15:00 – 15:15	Break
15:15 – 16:30	<i>“Hello Shadow, My Old Friend...”</i> .  – Leanne Lowish & Lily Seto ~ English
16:30 – 16:45	Break
16:45 – 18:00	<i>Demo – Developing a Reflective Practice Through Three Lenses</i> – Ken Giglio & Lynne De Lay ~ English
18:00 – 18:15	Break
18:15 – 19:30	<i>Demo - Multiple Voices Technique for Coaching Supervision</i> – Ana Escalante ~ Bilingual

Day 3

May 9 (Times are in PDT)

07:00 – 07:30	Opening, Meet your colleagues – Lily Seto & Damian Goldvarg ~ Bilingual
07:30 – 08:45	Session with Peter Hawkins and Pam McLean
08:45 – 09:00	Break
09:00 – 10:15	<i>Demo – Let's Be Creative!</i> – Susie Warman & Damian Goldvarg ~ Bilingual
10:15 – 10:30	Break
10:30 – 11:45	<i>Resourcing and Developing through Coaching Supervision Chains</i> - Gilly Rutherford ~ Bilingual
11:45 – 12:15	Break
12:15 – 13:00	<i>Community Gathering Room:</i> Building Your Supervision Toolkit sponsored by Greenfields Coaching Supervision Solutions ~ Bilingual
13:00 – 13:15	Break
13:15 – 14:30	<i>Is it just me or is it getting systemic in here?</i> – Jonathan Sibley & Leanne Lowish ~ Bilingual
14:30 – 14:45	Break
14:45 – 16:15	<i>Group Supervision – Experience It!</i>
16:15 – 16:30	Break
16:30 – 18:00	<i>Marketing Coaching Supervision -Trends and Strategies</i> – Jeff Nally ~ English
18:00 – 18:15	Break
18:15 – 19:30	<i>Humor in Supervision</i> – Ingela Camba Ludlow ~ Bilingual
19:30 – 20:00	Conference closing. Community Exercise Lily Seto & Damian Goldvarg

*Subject to minor changes



AMERICAS COACHING SUPERVISION NETWORK





Coaching supervision is fundamentally a reflective process. Coaching supervisors create a confidential, safe space for coaches to explore their own thought processes and the dynamics present in client engagements.

WORKSHOP PRESENTERS

PROFESSOR PETER HAWKINS

Keynote- Current and Future Challenges for Supervision.

BIOGRAPHY

Professor Peter Hawkins, is Professor of Leadership at Henley Business School and founder and chairman of Renewal Associates. He is a leading consultant, writer and researcher in leadership and leadership development and an international thought leader in executive teams and systemic team coaching. Over the last 35 years he has worked with many leading companies all over the world, co-designing and facilitating major change and organizational transformation projects and coaching company boards and leadership teams. He has helped several senior executive teams develop their vision, values and strategy for the future, both in commercial companies, finance, public sector, higher education and large professional service organizations.



Peter is co-founder and lead contributor to Renewal Associates/ AoEC international training in [Systemic Team Coaching](#).

He is the author of several best-selling books including [Systemic Coaching – Delivering Value Beyond the Individual](#), co-written with Eve Turner (Routledge, December 2019), [Integrative Psychotherapy in Theory and Practice](#), co-written with Judy Ryde (Jessica Kingsley, December 2019), [Leadership Team Coaching in Practice](#) (2nd ed, Kogan Page, June 2018); Leadership Team Coaching (Kogan Page, 3rd ed, July 2017); *Coaching, Mentoring and Organizational Consultancy: Supervision, Skills and Development* (with Nick Smith, McGraw-Hill/Open University Press, 2nd ed, 2013); *Creating a Coaching Culture*, (McGraw Hill, 2012); *Supervision in the Helping Professions* (McGraw Hill, 4th ed 2012, with Robin Shohet)*; and *The Wise Fool's Guide to Leadership* (O Books, 2005). *5th edition to be published in early 2020.

SESSION DESCRIPTION

Current and Future Challenges for Supervision.

Professor Peter Hawkins will share what Coaching Supervision has achieved in the last twenty years and the major challenges that it faces in the next ten years.

LISE LEWIS

Workshop Presenter – Why Feedback Fails and How to Make it Meaningful!

BIOGRAPHY

Lise Lewis: EMCC accredited Master Coach | Coach Supervisor, Managing Director of Bluesky International delivering Coach training at 3 levels and Coach Supervisor training virtually. Programmes are accredited by EMCC and integrate accreditation for individual's practice. I am Past President of EMCC (2011-2017) and currently EMCC Global Special Ambassador.



SESSION DESCRIPTION

Why Feedback Fails and How to Make it Meaningful!

Feedback is pivotal in our role as coach supervisors when supporting and encouraging the growth and development of our supervisees. We know that successful outcomes from supervision are based on the credibility of us as supervisors and our ability to encourage conversations based on the foundation of a learning partnership. So - what can we do to overcome times when fear interrupts the honest and transparent exchange of feedback? This can affect us as supervisors and our supervisees especially when avoiding the potential of damaging the relationship is critical. How can we make sure that feedback strengthens rather than disrupts the quality and sustainability of effective and productive relationships?

In this session you will be introduced to The Relational Leadership WAY© generated from evidence-based research and offering a 'way of being' informed by ten themes that work separately and together to create the conditions for positive receptivity of feedback.

KRISTINA CRABBE & CAROL WHITAKER

Kristina and Carol - Workshop Presenters: Young tunes on an old fiddle! *Making music across the generations*

BIOGRAPHY

Kristina is an Executive Coach and Coaching Supervisor. She has a MSc in Coaching & Behavioural Change, and a Diploma in Coaching Supervision from CSA. Her research areas include 'Intuition in Strategic Decision Making', Coaching Maturity and Coaching Cultures and is currently working on a proposal for a PhD in Coaching Supervision. In her early career she held HR leadership roles in global technology, FMCG, pharmaceutical organisations and startup technology companies. Her coaching practice is grounded in reflective practice and she is a qualified 'Time to Think Coach' & 'Thinking Partnership Teacher'.

Carol has experience at Board level in several industries, and an MBA with an early career in HR. She is passionate about the development of potential. She specialises in Executive Coaching, Team/Group Coaching, Supervision and Mentoring Entrepreneurs.



She is Co-Chair of the AC SIG in Supervision and has co-authored two books. 1) Coaching Supervision: A practical guide for Supervisees. 2) Peer Supervision in Coaching and Mentoring: A Versatile Guide for Reflective Practice

Both co-facilitated with Peter Hawkins a session 'The State of Global Supervision' (8th International Conf in Coaching Supervision 2019).

SESSION DESCRIPTION

Young tunes on an old fiddle! Making music across the generations.

LEVERAGING THE DIFFERENCE BETWEEN GENERATIONS

What's next for learning partnerships between Coaching supervisors from Generation B & X and supervisees from Generation Y & Z?

A chance to reflect and build practical steps for collaborate learning in the coaching supervision space between the generations

- Review what the research says about Generations B, X, Y and Z

- Consider what does Neuroscience add to our understanding of learning and the current need to increase its effectiveness?

- Explore what is the influence of Gen Z (True Gen) the 1st true digital natives

- An opportunity to raise your self-awareness and consider the learning approaches that you use in your coaching supervision with your supervisees

- Devise personal strategies as coaching supervisors for future learning in the coaching supervision space for the next generation

- Consider the implications for the wider system

SAM MAGILL

Demo Presenter: Group Supervision: Between Mystery and Magic

BIOGRAPHY

Sam is the first major explorer of Coaching Supervision in the Americas. (Another fine coach was the first, followed by Sam six months later.) He introduced supervision training in North America in 2012. He has taught in both English and French and has supervision clients – groups and individuals – around the world. A recent applicant to the Coaching Supervision Academy wrote: “I watched the recording of the call and it helped me see in action the “way of being” that you have with people”.

Sam has been coaching since about 1990 and teaching coaching since he joined the Hudson Institute of Santa Barbara's faculty in 2002. He left Hudson to attend the Coaching Supervision Academy in 2009. He currently serves as Vice Chair of ICF's Independent Review Board where he focuses on ethics education where he regularly encounters situations that could benefit from supervision.



SESSION DESCRIPTION

Group Supervision: Between Mystery and Magic

We will explore differences between individual supervision and group supervision and identify key elements of the evolution of supervision groups over time. With five or six volunteers, we will provide an extended demonstration of group supervision and present underlying theory to explore what happens.

DR. NANCY TYLIM

Workshop Presenter: Brave Supervision: your own call to courage as a Supervisor

BIOGRAPHY

Nancy is a Master Certified Coach, Coach Supervisor, Mentor Coach, Psychologist, and Trainer on Cultural Intelligence, Emotional Intelligence, Inclusion and Diversity, and Dare to Lead™ based on the research of Dr. Brené Brown. For the past 25 years she has worked with Leaders from Fortune 100 businesses, non-profits, NGOs, national, state and global companies to help them achieve their goals and create fulfilling and inspiring relationships while remaining engaged and productive.



SESSION DESCRIPTION

Brave Supervision: your own call to courage as a Supervisor

Dare to Lead™ is an empirically based courage building program. Courage and vulnerability are the birthplace of innovation, creativity, trust, accountability, hard conversations, and ethical decision making. In order to create daring supervision and build courage in teams and organizations, we have to cultivate a culture in which brave work, tough conversations, and whole hearts are the expectation, and armor is not necessary or rewarded. This is an experiential workshop to develop courageous Supervision conversations which will in turn build courage in our Supervisees and the people they serve.

ADRIANA RODRIGUEZ & DR. ELENA ESPINAL

Adriana and Elena- Workshop Presenters: Like father – like son – like coach

BIOGRAPHY

Elena Espinal has earned the title of Master Coach based on her years of training with Jim Selman and her collaboration with Fernando Flores. A world renowned pioneer of Ontological training.

She is founder and former Director of the Instituto de Capacitación Profesional, the first Institute to deliver the Career of Coaching in all the Americas, and acknowledged as a breakthrough by the Education Ministry of Argentina.

Until October of 2000, she was a consultant to the Public Service of the Government of Canada in leadership education of the higher commands of the public service. She has personally coached directors and managers of many companies, in meeting the challenge of cultural change and dramatically expanding their leadership skills.

She is an outstanding lecturer, having spoken at major conferences in Asia, Argentina, Central America, Mexico, Venezuela, the United States and Europe. Her work has been published in national and international magazines.

Elena is also the author of the book: Crafting the Future.



Adriana has held management positions in Human and Organizational Development, Training, and Development of Systemic Projects. She was a member of the team that created the University - Aeromexico Company, where she remained for 13 years working for all subsidiaries of the CINTRA holding company. In 2012 she was Director of Research and Instruction at ASA (Airports and Auxiliary Services).

She has received coaching certifications from Newfield Consulting, ICP of Argentina, European School of Coaching, Mastering Coaching Skills, CBC Conscious Business Coaching with Freddy Kofman, Mentoring with Damian Goldvarg, Beyond Coaching with Fernando Flores and Elena Espinal, The Wisdom Tree Academy, Somatic Coaching in Strozzi Academy, among other studies.

Currently, both Elena and Adriana are Directors of Team Power, a Leading Company that offers High Level Coaching Processes to World-Class Companies and Organizations, accompanying the leaders in intervention processes that seek the transformation of teams, to generate futures not previously contemplated. With more than 30 years of experience providing intervention processes in different companies and forming Professional Coaches in Latin America such as: Damian Goldvarg, Marco Leone, and Liliana Lima.

SESSION DESCRIPTION

Like father – like son – like coach

"The way he asks things, as if I were 10 years old, is annoying"

"I'm surprised he helped me this much considering his age"

Have any of your clients shared their perception of you as a coach?

If so, I invite you to visualize that client and his comment because, what he has said not only reflects how you are as coach, but also shows how he is and how his relationships work.

When we talk about coaching processes we refer to the "relationship" that arises between the coach and the client, and we recognize that, as coaches, we are part of the client's system.

On several occasions, the position that the client grants and the way it relates to the coach can be the "reflection" of the feelings, thoughts and/or behaviors that he experiences with other people...

The same thing happens to the coach.

In Supervision it is important to analyze the parallel processes that arise in coach-client relationships. Is it possible that your client evokes that conflicting relationships you had in the past with the male / female figure?

Elena and Adriana invite you to this interactive space to analyze and experience the parallel processes, derived from your own relationships, to become aware of how it affects you and your coaching offer.



JEFF NALLY

Workshop Presenter – Coaching Supervision with the Brain in Mind

BIOGRAPHY

Jeff Nally, PCC is an executive coach, coach supervisor, and advocate for supervision in the Americas. He is a certified coach supervisor through the Goldvarg Consulting Group where he teaches Coaching Supervision with the Brain in Mind. He is the President of Nally Group creating no-nonsense neuroscience solutions with leaders to be more human at work. Jeff is the Group Coaching Product Specialist and Engagement Manager at CoachSource. He earned a BA in Psychology from Georgetown College and an MBA from Georgia State University. He is a co-author of [Rethinking Human Resources](#) and [Humans@Work](#). Jeff resides in Louisville, Kentucky, USA.



SESSION DESCRIPTION

Coaching Supervision with the Brain in Mind

Coaching supervision is an authentic, in-the-moment experience for the supervisor and the client. And there's neuroscience to help our brains – and our client's brain - step into the supervision experience with ease. Bring the best of your brain to each supervision session by dampening emotions that interfere with reflection and sharing perspectives that lead to insights.

- Help the client shift to a reflective state as the supervision session begins
- Determine when the supervisor's emotions can get in the way of our client's emotions
- Balance your client's need for certainty and clarity with curiosity and authenticity
- Dampen the supervisor's amygdala hijacks so you can be present for the client
- Share the supervisor's experiences and feedback to spark reflection and insight in the client's brain
- Examine mindfulness frameworks for the supervisor and the client

Be ready to share your own brain-based practices so everyone can create a reflective supervision experience!

Marketing Coaching Supervision - Trends and Strategies

In this workshop research conducted by colleagues to understand supervision trends and the work of the Marketing MasterMind group will be presented. Participants will work in small groups sharing successes and challenges and then present to the larger group. There will be a brief overview of the key elements of mastermind groups and participants will form mastermind groups to offer and receive support in their personal marketing plans to build a successful coaching supervision practice during and after the conference.

PAM McLEAN

Keynote - Going Deeper: Use of Self as Instrument in our Work

BIOGRAPHY

Pamela McLean, PhD, CEO and Co-Founder of The Hudson Institute of Coaching, brings more than three decades of experience as a clinical psychologist, master coach, coach supervisor and leader and contributor in the field of coaching.

McLean authored *The Completely Revised Handbook of Coaching* (2012) examining key theories and evidenced based research informing the field; examining the essential methodology, key steps in the coaching engagement; and exploring the use of self as the most important instrument we have in our work as coaches. McLean's new book, *Self as Coach, Self as Leaders* (2019), takes a close look at developmental coaching that focuses on deeper, lasting changes for the coachee and examines the internal landscape of the coach and all that is required to be at our very best when working with others.

Pam has served on Harvard's JFK Women's Leadership Board, the faculty of Saybrook University in San Francisco, Editorial Board of *IJCO* and *LikeMinded*, chaired the Central California Planned Parenthood Affiliate and is a Council Member of the Santa Barbara Chapter of Human Rights Watch.

McLean is a frequent key presenter on the use of self and *Self as Coach*, and *Self as Leader*. Pam lives in Santa Barbara, California, where she and her late husband raised three sons. In her spare time, she enjoys all things related to weekend cooking, ceramics, birdwatching and traveling to new places around the globe.



SESSION DESCRIPTION

Going Deeper: Use of Self as Instrument in our Work

We deepen our capacity to coach and supervise by continually gaining a true sense of the 'self' we are living in. Our 'Self as Coach' work begins 'at home' thoroughly exploring and deepening what is at the edges of our internal landscape and worthy of delving into. We will examine old stories and turn our attention to the nuances of our presence, empathy, boundaries and courage. Our approach throughout the session will be experiential and interactive as we scan new dimensions of our internal landscape, learning from the experiences of others and creating a focus for continuing to deepen one's capabilities as a great coach and supervisor.

DR. MICHEL MORAL

Workshop Presenter: Supervision of Organisational Coaching

BIOGRAPHY

Michel Moral spent most of his career in an international environment as a manager and executive. In 2003 he created a coaching and supervision practice. He holds a Master's degree in Science & Technology and a Ph.D. in Clinical Psychology. He published eleven books related to management, coaching and supervision. He trains team coaches at University, supervises coaches and trains supervisors (ESQA) with Florence Lamy.

He published a reference book on "Organisational Coaching" with Florence Lamy in 2009 (third edition in 2018) and two papers on "Supervision of Organisational Coaching".



SESSION DESCRIPTION

Supervision of Organisational Coaching

Organizational Coaching (OC) is a fast-growing area in several countries. A key challenge for supervisors is that the object "Organizational Coaching" is not precisely delimited by professional bodies and there is not yet an agreed Competence Framework. However, there are enough points of reference for this form of coaching to consider how to supervise it.

During this session, the state of the art around the world will be presented as well as the outcome of research conducted in France. A constellation will illustrate how supervision of OC works.

Finally, fruitful discussions could start on how to do it in different countries and how to get the best out of it.

MARTINE BIZOUARD & JEANINE BAILEY

Martine and Jeanine- Demo Presenters- Learning from your opposite in supervision: how to support transformation for yourself, clients and relationships from a murky unclear river to a glistening expansive sea.

BIOGRAPHY

Martine Bizouard, MCC, is dedicated to fostering collaboration in the world at large. In 2005, she founded Terra Incognita in Paris, a boutique in coaching for key leaders dedicated at improving efficiency through the way people act and interact and create more collaborative organizations. As a supervisor, she helps her clients have an integrated view of themselves, thoughts, actions, feelings, body & mind.

Martine is very versatile and has had many experiences: accompaniment, teaching, banking and CEO of an NGO. She holds degrees in supervision, coaching, psychotherapy, MBA and engineering. Martine works online in many geographies.



Jeanine Bailey is passionate about supporting individuals, leaders, teams, organisations to find their purpose and unlock what brings them alive and fulfilled. As an ICF MCC certified leadership coach and coach trainer, Jeanine is also a mentor and certified supervisor for coaches.

As Director and Co-Founder of Empower World, she is mainly based in Qatar, Middle East working with global and government organisations. Jeanine also works in Australia and New Zealand.

SESSION DESCRIPTION

Learning from your opposite in supervision: how to support transformation for yourself, clients and relationships from a murky unclear river to a glistening expansive sea.

We will provide an opportunity for the audience to witness and for a volunteer – coach/supervisor – to experience, supervision from two different and perhaps opposite perspectives to appreciate the power from a thinking, rational viewpoint and of a kinesthetic, emotional perspective.

A volunteer will bring an opportunity for supervision. Throughout the demonstration, we will continue to unpack so that the supervisee shares the impact of the questions which can support the audience's appreciation of utilising both the heart and mind. The volunteer and the audience will be invited to build on the demo to increase their awareness and enhance their practice.

ALICIA M. AGÜERO & TANI STURICHW

Alicia and Tani- Demo Presenters: Ontological And Systemic Coherence In Coaching Supervision

BIOGRAPHY

Alicia Maria Agüero is a Master Certified Coach of the ICF, a Professional Master Coach of the AACOP, Accredited Master Ontological Coach of the FICOP and has over 22 years' experience in coaching, facilitation, and work with executives. Has worked as Mentor Coach in programs in Latin America, Europe and United States for coaches who aim to obtain their ICF credentials. Coaching Supervisor (Goldvarg Consulting) and ESIA Supervisor of the EMCC, currently works in Supervision programs.

Both Directors of A&T Organizational Coaching since 2000; have designed and facilitated programs (ACTP) and endorsed by FICOP. They have published books in authorship, co-authorship and in collaboration. They live in Argentina.



Angelica (Tani) Sturich is a Master Certified Coach of the ICF, a Professional Master Coach of the AACOP, Accredited Master Ontological Coach of the FICOP. With more than 22 years of experience in individual and organizational coaching (including sports, business, politics, education, official organizations and in NGOs). Certified Mentor Coach and Supervisor (Goldvarg Consulting), and ESIA Supervisor of the EMCC which allowed her to work with Coaches from Argentina and other Spanish-speaking countries.

SESSION DESCRIPTION

Ontological And Systemic Coherence In Coaching Supervision

Coaches require spaces for reflection that allow us to learn and take care of new challenges.

The field of Coaching Supervision is in full development and evolution. Different views, programs and models show the potential to install it as a discipline and permanent practice for Coaching professionals.

This proposal is a support to the quality of the practice of the profession and to the development of professional coaches. We present a Coaching Supervision model that, from the ontological distinctions, allows us to observe the dynamics that take place in the supervision process. Based on the Ontological coherence and from a Systemic perspective, the model provides an understanding about how the transformation of participants in the process takes place.

The presentation includes theory and practice, and the participants will have the possibility to practice the model.

LEANNE LOWISH & LILY SETO

Leanne and Lily - Workshop Presenters- *"Hello Shadow, My Old Friend..."*.



BIOGRAPHY

Leanne: New Zealander, lived and worked in NZ, Australia, England, Scotland, Europe, Singapore, Hong Kong, now in the US. Runs CSA Diploma in Coaching Supervision in Asia Pacific. Has a deep curiosity for how the wisdom of a system reveals itself to itself, especially when we can bear the discomfort of being with the unknown. Works in organisation culture transformation.



Lily: Global Coach, Mentor Coach and Coach Supervisor living in Canada with clients in Europe, Asia, Australia, New Zealand and across North America. Team Coaching and working with Indigenous clients are where the energy is taking me. Believes in emergent processes and paying attention to the wider system.

SESSION DESCRIPTION

"Hello Shadow, My Old Friend...". 

Come meet some of the shadows in our supervision system...let's raise awareness and learn how to apply shadow work to our supervision sessions.

Objectives:

1. Create an awareness around personal and collective shadows in supervision
2. Meet one of our shadows with compassion and deeper understanding
3. Apply the learning to our supervision practice

KEN GIGLIO & LYNNE DE LAY

Ken and Lynne - Demo Presenters: Developing a Reflective Practice Through Three Lenses

BIOGRAPHY

Lynne De Lay holds a doctorate in management and a diploma in Coaching Supervision from the Coaching Supervision Academy (CSA). She has worked globally in the leadership development space as a Leadership Coach for over twenty-five years and was the Director of Coaching with the Center for Creative Leadership (CCL) in Europe. She is currently the Managing Partner of One World Leaders and on the faculty and co-director of CSA North America.



Ken Giglio is principal of Mindful Leadership Consulting, a leadership consulting, executive coaching, and coaching supervision firm for global organizations. Ken obtained his Executive Coaching Certification from The Hudson Institute of Coaching and is a Certified Coaching Supervisor through the Coaching Supervision Academy (CSA) and is on the faculty team.



SESSION DESCRIPTION

Developing a Reflective Practice Through Three Lenses

As Margaret Mead declared – A small group of thoughtful, committed people can change the world. The potential for transformative change exists in the collective, reflective space of coaching supervision groups.

This experiential session will showcase the Tri-Lens Coaching Supervision Model™, which guides reflective practice and builds coaches' capacity to view their client work between three lenses to evoke attention and presence—Within (Self as Coach/Self as Supervisor), With Others (Coach/Supervisor; Coach/ Clients), With the System (Culture/Enterprise). The session will be done within a fishbowl structure, with 6 volunteers in the inner-circle supervision group and 2 supervisors, and outer-circle observers. Other elements of the supervision group demonstration include a centering exercise, reflective group work, volunteered case studies, supervisor facilitation, inner circle insight review, and a large group debrief/ Q&A.

ANA ESCALANTE

Demo Presenter: Multiple Voices Technique for Coaching Supervision

BIOGRAPHY

Ana Escalante: Master Certified Coach, Certified Supervision, Mentor and Political Coach. President of Amadi Solutions, an international consulting, training and development firm, Ana has worked with organizations to improve their team leadership, development and productivity with her unique systems approach. She has worked in the Public and Private Sector in Mexico and the US, developing C-Level executives and teams.

She has designed numerous tailor-made trainings and cultural interventions that align the leaders and teams to achieve their strategic goals while embracing the values of the organization. She leads Ideal Coaching México, where she trains and certifies professional coaches through an ACTP graduating more than 300 professional coaches in the first years of operations in Mexico and the US.



SESSION DESCRIPTION

Multiple Voices Technique for Coaching Supervision

As an experienced family therapist and Master Coach I have found that in the core of group supervision practice is systemic thinking where the personal and interpersonal narratives are constructed. Using the principles of systemic thinking, we will learn and practice a group supervision technique called “multiple voices” that allows both the coach and the client’s characters to be expressed in a harmonic and gentle way, producing a “meta view” of the systems in place and many ideas for the coach to observe possible actions within the client’s and the group supervision systems.

SUSIE WARMAN & DAMIAN GOLDVARG

Susie and Damian - Demo Presenters: Let's be creative!

BIOGRAPHY

Susie Warman is a Master Certified Coach (MCC), Mentor and Accredited Coach Supervisor certified by the EMCC European Supervision Individual Accreditation (ESIA). She is a Sociologist and has a PhD in History specializing in Education.

She has more than 15 years of experience working as an Executive Coach, Leadership Development, Building High Performing Teams and as a Facilitator in Mexico and U.S.A. In addition to individual coaching, Susie offers Workshops on topics ranging from: Effective Communication; Change Management; Leadership Skills for Managers; Organizational Culture Change; Effective Team Building; and Emotional Intelligence. She is also Certified Center of Creative Leadership.

Susie is also a Coach Trainer. She is very proud to have trained Blind Coaches and help them incorporate into the Labor Force.

Susie is Founder and Director of Blue Wing Coaching®, a Consulting Firm based in México and Miami dedicated to Coaching and Leadership Development. Susie has worked in Multinational and Mexican National Companies.



Damian Goldvarg is a Master Certified Coach, a Certified Speaker Professional, holds an European Supervisor Individual Accreditation (ESIA), and is the Past Global President of the International Coach Federation (2013-2014). He has thirty years of experience in leadership development working in more than 50 countries, and training professional coaches, mentor coaches, and coach supervisors virtually worldwide. He is the author of five coaching books.

SESSION DESCRIPTION

Let's be creative!

More than a practice, Supervision has become a journey full of learnings, insights and growth. The methodology is so open and free that permits the innovation of different creative techniques that can produce deep insights to the Supervisee.

I have discovered that the more creative these methods are, the more fun the learning can be. Also, creativity permits our minds to go far away into deep reflections where we can find answers to many of our blind spots.

Join us for a group Supervision demo where we will utilize resources such as music, photographs, stories, metaphors and others.

GILLY RUTHERFORD

Workshop Presenter: Resourcing and Developing through Coaching Supervision Chains

BIOGRAPHY

Gilly Rutherford is an experienced Executive Coach (MA), Coach Supervisor (PG Dip) and Change Consultant (MSc) and has enjoyed over 30 years working in the world of Personal, Leadership, Team and Organisational Development.

Gilly's approach is systemic, client centred and takes account of the complexity of the business environment. She focuses on the interdependent nature of business relationships and performance, and believes authenticity is the means for accessing and fostering untapped potential.

Gilly is one of the founders of the Evolve Supervision Chain established in 2010. True to its name Evolve now has a global reach with members (experienced and accredited Supervisors) offering different approaches and perspectives and receiving high quality, developmental and resourcing Supervision.



SESSION DESCRIPTION

Resourcing and Developing through Coaching Supervision Chains

This session explores the value of Supervision Chains using Evolve as a case study. Gilly will introduce a framework for effective chain supervision and share practical ideas for keeping the supervision chain fresh, stretching, diverse and relevant.

We will consider the potential challenges and opportunities that can arise from Supervision chains and Gilly will share some of the key learning for Evolve. Key to Evolve and any Chain's success is maintaining best practice and developmental stretch for its members. Together we will explore how we can maintain this and what governance should exist.

We will also look at how might peer supervision chains leverage diversity and digital innovation even more. We will hear from members of the audience on what they believe or not as the case maybe on the strengths of such chains and how could members build further on these?

JONATHAN SIBLEY & LEANNE LOWISH

Jonathan and Leanne - Workshop Presenters: Is it just me or is it getting systemic in here?

BIOGRAPHY

Jonathan Sibley, MBA, LCSW, is an executive coach with an independent coaching and psychotherapy practice. He completed research with Tatiana Bachkirova under a grant from the Institute of Coaching at Harvard on an instrument to describe what happens during coaching interactions. Jonathan received an MBA from INSEAD and an MSW from Columbia University. Jonathan coaches and provides supervision in English, Spanish, Portuguese and French.



SESSION DESCRIPTION

Is it just me or is it getting systemic in here?

The recent Manifesto of Coaching Supervision states that supervision “needs to be systemic, attending to the coach, their clients, the client’s organisations, the organisation’s stakeholders, the systemic contexts of the clients, coach and supervisor, and the connections between all these levels” and cites David Clutterbuck’s belief that 90% of what is brought to coaching supervision is not just about the coach and clients.

In this experiential workshop we will experiment with looking at supervision cases together using primarily our systemic lenses (eye 7 in Hawkins’ 7-eyed model) to see how much more of the potential systemic connections we can see when we focus on them.

INGELA CAMBA LUDLOW

Workshop Presenter – Humour and Playfulness: The importance of being earnest

BIOGRAPHY

Ingela is an Executive and Organizational Coach, Coach Supervisor and clinical psychoanalyst. Her coaching promotes leadership development, enhances organizational and team development within a systemic approach inviting all the perspectives (based on P. Hawkins' work) because each individual is a part of their context and engages to it in many different ways. She strongly believes supervision is the new threshold for coaching to ensure supervisees are growing every time they work with a client. Based on her learnings of work with teams and individuals from the last 20 years she is currently writing a book on humour.



SESSION DESCRIPTION

Humour and Playfulness: The importance of being earnest.

Learn why humour and playfulness are key elements for a healthy psychic development. They can open the door to a space for authenticity and vulnerability critical to the reflective space. Learn how to incorporate them into your supervision practice and identify the limits where it prevents a real connection. Because humour is serious.



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