

# Fourth Americas Coaching Supervision Conference: Elevating our Coaching Practice



**AMERICAS COACHING  
SUPERVISION NETWORK**

**Virtual Conference April 29, 30 & May 1, 2021**

Lily Seto Coaching and Goldvarg Consulting Group

[www.americassupervisionnetwork.com](http://www.americassupervisionnetwork.com)

# AMERICAS COACHING SUPERVISION CONFERENCE 2021

We welcome you to the Fourth Americas Coaching Supervision Conference and hope that you will find the program as exciting as we do. As coaching supervision grows as a practice worldwide, 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.

This year a global community will connect virtually to engage actively by 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 full days of events, you will be able to choose the events that you wish to attend in real time and those you want to watch at a later date, as all sessions will be recorded and available to participants for three months.

It's a time to reconnect with colleagues and meet new curious coach supervisors and coaches. And most important, to have fun and laugh joyfully!

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# AGENDA

## Day 1

**April 29** (Times are in PDT)

- 07:00 – 07:15** Welcome – Lily Seto and Damian Goldvarg
- 07:15 – 09:15** *Demo: Team Coaching Supervision Demonstration* – Peter Hawkins
- 09:15 – 09:30** Break
- 09:30 – 10:45** *You Really Matter, Wake up to Self-Care* – Fiona Adamson
- 10:45 – 11:15** Break
- 11:15 – 12:15** *Moving to the Beat!* – Eva Hirsch Pontes
- 12:15 – 12:30** Introducing Greenfields Coaching Supervision Solutions – Michelle Lucas
- 12:30 - 13:00** Break
- 13:00 - 14:30** *Why Should I Care About Ethics? [And Why It's Not Boring!]* – Sam Magill & Angela Wright
- 14:30 – 14:45** Break
- 14:45 – 15:00** Introducing Team Power – Adriana Rodriguez
- 15:00 – 15:15** Introducing CEC Global – Sarah Tennyson
- 15:15 – 16:00** *Harvest the Learning* – Lily Seto and Damian Goldvarg

## Day 2

**April 30** (Times are in PDT)

- 12:00 – 13:30** *What Does George Floyd Have To Do With Coach Supervision?* – Masa Gong
- 13:30 – 14:00** Break
- 14:00 – 15:30** *Shaping Spaces: Beyond DEI to Belonging* – Janet M. Harvey
- 15:30 – 15:45** Break

<b>15:45 – 16:45</b>	<b><i>Writing Our Voices: ACSN's First Publication</i></b> – Francine Campone & Joel DiGirolamo
<b>16:45 – 17:00</b>	Introducing CSA North America – Leanne Lowish
<b>17:00 – 17:15</b>	Introducing EMCC
<b>17:15 – 17:45</b>	Break
<b>17:45 – 19:00</b>	<b><i>Creative Collaboration with MURAL &amp; Metaphors</i></b> – Paul Sanbar
<b>19:00 – 19:15</b>	Break
<b>19:15 – 19:30</b>	Introducing ICF Global – Sarah Eustace
<b>19:30 – 20:00</b>	<b><i>Harvest the Learning</i></b> – Lily Seto and Damian Goldvarg

## Day 3

### May 1 (Times are in PDT)

<b>16:00 – 17:30</b>	<b><i>Demo: The Coach's Developmental Journey in Coach Supervision</i></b> – Pam McLean
<b>17:30 – 17:45</b>	Break
<b>17:45 – 18:45</b>	<b><i>The Power of Collective Learning: Unpacking Group Supervision</i></b> – Lily Seto and Damian Goldvarg
<b>18:45 – 19:00</b>	Break
<b>19:00 – 20:30</b>	<b><i>Group Supervision with a Supervisor</i></b> – Group Supervision Experience It
<b>20:30 – 20:45</b>	Introducing Coaching.com – Alex Pascal
<b>20:45 – 21:00</b>	Introducing Invite Change – Janet M. Harvey
<b>21:00 – 21:30</b>	Break
<b>21:30 – 23:00</b>	<b><i>Catching Parallel Process using Transactional Analysis</i></b> – Karen Pratt
<b>23:00 – 23:45</b>	<b><i>Harvest the Learning</i></b> – Lily Seto and Damian Goldvarg

## SESSION DESCRIPTION

### Demo: Team Coaching Supervision Demonstration

A live Supervision Demonstration, with time outs where the wider audience will provide reflections from different perspectives, as supervision on supervision. This will be followed by a Q and A session.

### PROFESSOR PETER HAWKINS

**Peter Hawkins** is Professor of Leadership at Henley Business School and Chairman of Renewal Associates. He is a global thought leader, writer and researcher in leadership, executive coaching, team coaching and coaching supervision, and his seven-eyed model of supervision (1985) is widely used in coaching supervision internationally. He has pioneered supervision in the fields of coaching, team coaching, psychotherapy, counselling and across many of the helping professions, and has established and taught Systemic Team Coaching in over 50 countries.

He is the author of several best-selling books including Systemic Coaching: Delivering Value Beyond the Individual with Eve Turner (2020); Supervision in the Helping Professions with Aisling McMahon (5th edition 2020); Leadership Team Coaching in Practice (2nd Edition 2018); Leadership Team Coaching (3rd Edition 2017) and more.

He is passionate about how we transform human consciousness for humans to be fit to live on this planet we share and is a committed gardener and grandfather.



## SESSION DESCRIPTION

### You Really Matter, Wake up to Self-Care

Are you sensing that you are giving out a lot and at times feeling in need of some 'me' time? Join us for a while to experience some well-earned self-care. We will have a brief look at some signs that help us to notice that we are in overload. We will explore and share together ways you know and new ways to bring ease into your mind and body. Please bring your best loved ways to care for yourself and share them with us. Together we will co-create a session that will leave you feeling restored and full of possibilities when that part of you that knows you well is calling you to be with yourself for some 'me' time.

### FIONA ADAMSON

I have learned much from reflecting with myself and with others, particularly with loving friends, also in therapy and as a supervisee and supervisor; my strengths and limitations, my vulnerability and drive to perfectionism and my need to be independent. Now in my 70's, I am a slow developer, at last a time to live by what I am discovering, more than ever free from the bonds of the past and much more able to enter the present, a place of curiosity and wonder. The wonderful paradox is that we are separate and yet all of us are deeply interconnected.



## SESSION DESCRIPTION

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### Moving to the Beat!

Rhythm plays an invisible role in our bodies, starting with basic rhythm of life – our heart-beat. This workshop will be a moment of interaction and fun, moving our bodies to different rhythms and exploring together how the embodied awareness can contribute to our Presence as Coaches and Supervisors.

### EVA HIRSCH PONTES

**Eva Hirsch Pontes** defines herself as someone who wishes to grow and to help other people grow through reflective conversation about themselves and their work. She is an Executive Coach, Trainer and Facilitator, Coach Mentor and Supervisor and Conflict Mediator. She is an ICF Master Certified Coach (MCC), and EMCC Accredited Coach Supervisor (ESIA), and became the first CSA Accredited Coach Supervisor in Latin America. Eva works as invited faculty at two of the most prestigious business schools in Brazil, and brings a combination of high-level executive experience, business acumen, academic understanding and leadership development expertise to her coaching and coach supervision.

Eva has recently moved from Rio de Janeiro to Berlin. Dance is one of her hobbies and her passion for dancing helps her to “re-Source” herself for life and work.



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.



## SESSION DESCRIPTION

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### Why should I care about ethics? [And why it's not boring!]

We believe ethics to be a rich, complex, fascinating and essential conversation which is addressed in effective coaching supervision. In this session, we will engage participants in a bit of theory, a bit of story telling, and a bit of practice. Participants should walk away (figuratively!) with a renewed understanding of how to engage in ethics conversation in supervision.

#### ANGELA WRIGHT & SAM MAGILL

**Angela Wright** has over 25 years global professional experience including 12 years as a coach, coach supervisor, educator, and researcher. In 2018, she received the EMCC Coaching Supervision award. She co-facilitates the Oxford Brookes University Advanced Professional Program in Coaching Supervision in the U.S. and has written a number of chapters and academic papers, including contributing to the most recent edition of Coaching Supervision: Theory & Practice. Her PhD research focuses on how coaches remain relevant and fit for purpose. As a former attorney, Angela specialized in disputes around professional responsibility, duty of care, conflicts of interest, corporate governance and ethical issues.



**Sam Magill** 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 had been coaching since about 1990 and has been 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

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### What does George Floyd have to do with Coach Supervision?

How big is the “super” in your super-vision? Do coach supervisors have a responsibility to address issues of racial and social justice? Why or why not? In this dialogue, coach supervision is positioned as a high-potential instrument of culture change in a global time of need. Anchored to the competencies of ethics and systems thinking, concepts of race theory, social dominance, social identity development, and power are linked to practical interventions within coach supervision as a key pathway to a more egalitarian world. Attuning to race, gender, and social power is the necessary next wave of coach supervision.

#### MASA GONG

**Masa Gong** is an Executive Coach, Coach Supervisor, and People Development Consultant based in New York City with 20+ years of experience in global tech organizations, including most recently 12+ years at Google. Masa has devoted her life to understanding differences and focused her master’s thesis on intergroup bias - Missing Link: Marrying Applied Positive Psychology and Diversity Training. Masa trained under Robin DiAngelo in 2017, scholar and author of *White Fragility*, and has 5+ years of experience delivering diversity, equity, belonging, and inclusion experiences. She speaks in various forums about coaching, leadership and management, diversity, and workplace well-being.



## SESSION DESCRIPTION

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### Shaping Spaces: Beyond DEI to Belonging

Each moment, each day is an opportunity for learning and living with the humility and vulnerability necessary to make the other as myself. As coaching supervisors, we witness and experience the profound impact emotionally, somatically, cognitively, and for many spiritually, when difference stands in the way of equity and inclusion. In this session, a coaching supervision demonstration occurs, as a fishbowl experience. This allows each attendee to be in the space of exploration simultaneously and to experience the field of interaction as the exploration unfolds. Following the demonstration, attendees may ask questions and deepen the learning from the session weaving in the ideas and context set in the conference session offered by Masa Gong.

#### JANET M. HARVEY

Visionary host of the 2020 Global Leaders Virtual Conference, **Janet M. Harvey** is coach, author, educator, and speaker who invites people to “be the cause of the life that most matters to you.” As CEO of inviteCHANGE, a success-culture building coaching organization for companies, Janet has coached and trained leaders at Fortune 500 companies across six continents, for nearly 25 years. In addition to her cause-driven work, Janet believes corporate leaders and coaches are the ideal groups to drive societal change. Janet is an ICF Global Past President, Certified Mentor Coach, ICF Master Certified Coach, and an Accredited Coaching Supervisor.





## SESSION DESCRIPTION

### Writing Our Voices: ACSN's First Publication

This session offers a sneak preview of the forthcoming ACSN book *Coaching Supervision: Voices from the Americas*. The presenters will offer key findings from the book and invite discussion of what is unique and what is universal in coaching supervision in the Americas.

#### FRANCINE CAMPONE & JOEL DIGIROLAMO

**Francine Campone** coaches mature professionals making transitions and develops professional coaches through mentoring, supervision and training. Her recent publications include a case study on the coaching/psychotherapy boundary; the impact of life events on coaches and their coaching; and book chapters on adult learning theories in coaching, reflective learning for coaches, coaching in the adult workplace and trends in coaching related research. Francine is presently Editor (Americas) for the *International Coaching Psychology Review*. She co-edited *Innovations in Leadership Coaching Research and Practice* and is currently the Research Lead for the Americas Coaching Supervision Network.



**Joel DiGirolamo** is the Director of Coaching Science for the International Coaching Federation (ICF), where he leads the organization's efforts to develop, curate and disseminate information around the science of coaching. He is the author of two books, *Leading Team Alpha* and *Yoga in No Time at All*. Joel holds a master's degree in industrial and organizational psychology, an MBA, and a bachelor's degree in electrical engineering. He is an Associate Editor for *Consulting Psychology Journal*.

## SESSION DESCRIPTION

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### Creative Collaboration with MURAL & Metaphors

What is this MURAL thing people keep talking about and how might I use it in supervision? We cannot Zoom like this forever... MURAL is a virtual tool that allows us to reflect-on-action and collaborate visually making for dynamic engagement. Applying a visual collaborative element into supervision expands upon the power of metaphor and meaning-making experiments. The potential for new insight abounds when we use these creative tools to give our client's hands and minds an opportunity to sense together and their eyes a chance to see what they are feeling. In this experiential workshop, you will get introduced to the benefits of implementing MURAL activities into your supervision practice while you:

- Explore how the intersection of imagination and technology impacts metaphors and meaning making
- Discover how visual collaboration can assist in the development of your reflective practice
- Engage in and/or observe a MURAL whiteboard-enabled collaborative supervision demonstration

#### PAUL SANBAR

**Paul Sanbar's** life and career has been dedicated to the field of self-development and to affecting positive change through purposeful play, storytelling, and powerful conversations initially as a psychotherapist and now as coach and supervisor. A certified LEGO® Serious Play® methods coach and member of the MURAL Consultant Network, Paul supports his clients to think and reflect with their hands and put their imagination to work in both tactile and technological ways.



## SESSION DESCRIPTION

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### The Coach's Developmental Journey in Coach Supervision

An exploration into the coach's current developmental journey followed by a coach supervision vignette and discussion. This will be followed by a Q and A session.

#### PAM McLEAN

**Pamela McLean**, CEO and Co-Founder of the Hudson Institute of Coaching, brings over three decades of experience as a clinical psychologist, master coach, coach supervisor and leader and contributor in the field of coaching. She has authored *The Completely Revised Handbook of Coaching* (2012) examining key theories and evidenced based research informing the field; essential methodology and key steps in the coaching engagement; and the use of self as the most important instrument we have in our work as coaches. Pam'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.



## SESSION DESCRIPTION

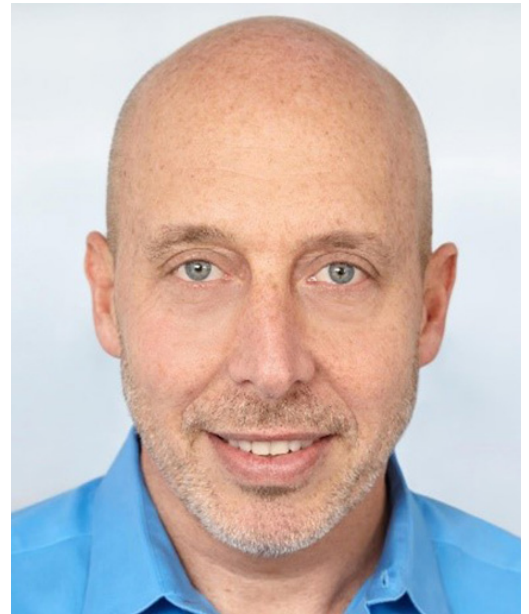
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### The Power of Collective Learning: Unpacking Group Supervision

In this session, we will share a video recording of part of a group supervision session. Using the EMCC core competencies as a guide, participants will be invited, in small breakout groups, to discuss what they noticed that was effective and what was less effective.

#### DAMIAN GOLDVARG & LILY SETO

**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.



**Lily Seto** is an experienced leadership and executive coach and coach supervisor with a global practice. She has over 8 years' experience in facilitating global supervision groups, led the design and implementation of a coaching culture in the BC Public Service (36,000 employees), and is an Associate Faculty member with Royal Roads University, where she designed and teaches the Intercultural Competence and Global Coaching course in the Advanced Coaching Certificate Program. She is the first Canadian to be awarded the European Mentoring and Coaching Council (EMCC) ESIA, which is the current global standard for coaching supervision, and is also hold a Senior Practitioner designation in Individual and Team coaching with EMCC.

Lily co-leads the Americas Coaching Supervision Network with Damian Goldvarg, where coaches, supervisors and leaders are welcome to gather once a month for free workshops and to connect as a community and annual conferences are offered on various supervision topics.

*Lily is the recipient of the 2020 EMCC Global Supervision Award and the 2016 Leadership Victoria Award for Excellence in Coaching and Mentoring.*



## SESSION DESCRIPTION

### Catching Parallel Process using Transactional Analysis

This interactive workshop will offer opportunities to explore 3 interlocking TA models - OK-OK Communication (Pratt & Mbaligontsi, 2016), Drama Triangle (Karpman, 1968) and Winners Triangle (Choy, 1990) and discuss how these frameworks can provide useful self-awareness for the supervisor to notice a potential unconscious negative parallel process between themselves and the supervisee, and either proactively name it and work with it, or role model a positive parallel process with the supervisee. These models give a lens through which to work practically, primarily with mode 5 (the supervisory relationship) of the Seven Eyed Model (Hawkins and Shohet, 2000).

#### KAREN PRATT

**Karen Pratt** holds a Diploma in Coach Supervision and is an internationally accredited Teaching and Supervising Transactional Analyst (education) and Trainer at Coaching Development Ltd. She has an international TA training and supervising practice and is Co-chair of the Professional Standards Committee of the International Board of TA Certification.

Her passion is to partner with people to inspire them in their journey of ongoing becoming. Her personal journey of spirituality and contemplation is foundational to who she is.

She encapsulates TA and developmental change work in her recent book: Transactional Analysis Coaching (2021) published by Routledge.



*"The virtual Americas Supervision Conference was an amazing learning experience and opportunity to network with supervisors and coaches from all over the world. The sessions were varied in content and experiential in design, so I came away with lots of valuable tips and insights. The conference hosts kept things lively and the three days flew by. I would definitely attend again in 2021."* **Lynn Harrison**

*"The virtual supervision conference is a wonderful global gathering of coaches and supervisors. Not only is the content excellent, and the speakers top-notch, it brings together a community in a way I hadn't experienced before. I can't wait for the next one."* **Robby Swinnen**



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