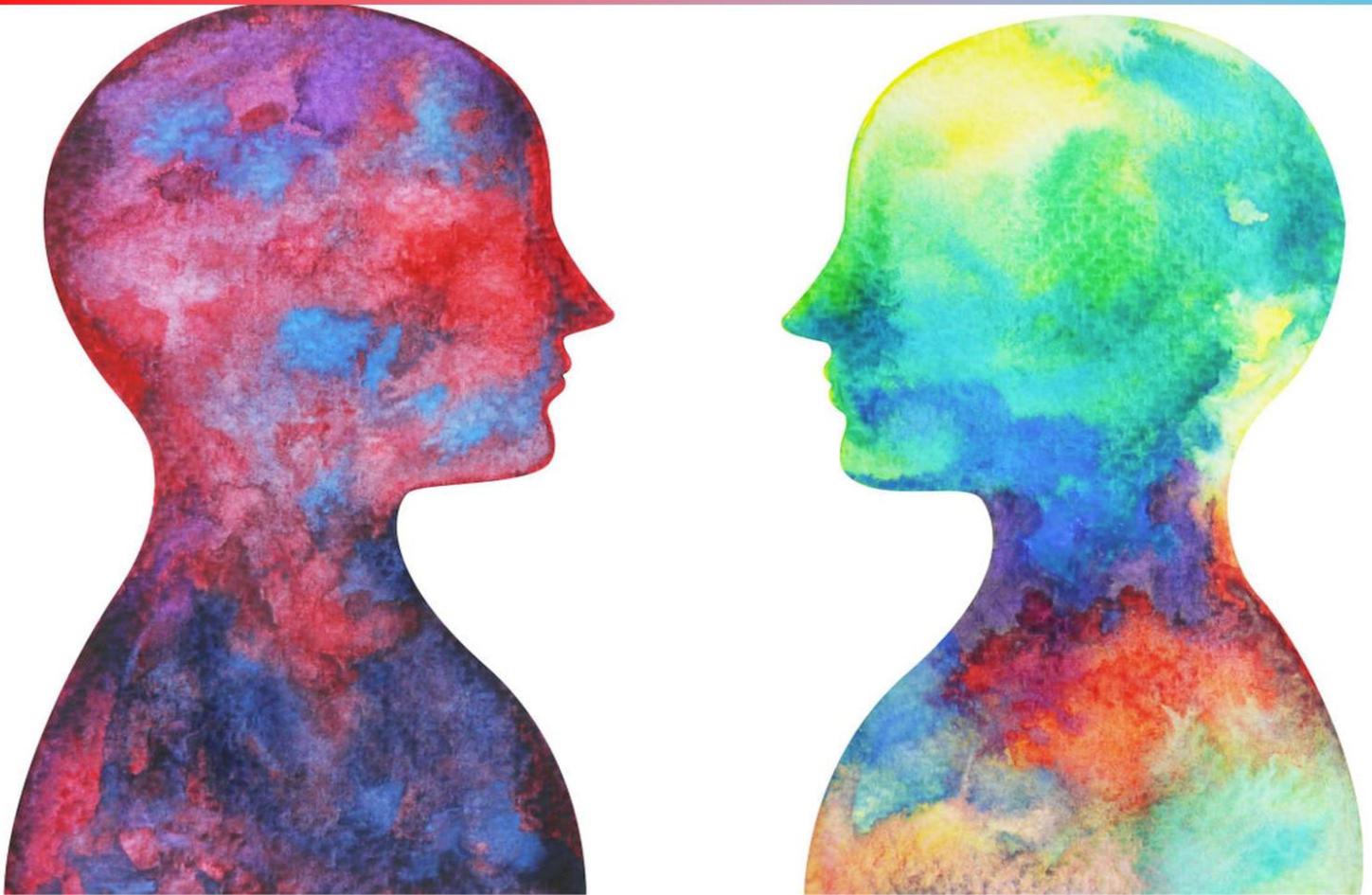


Americas Coaching Supervision Fifth Annual Conference:

Disrupting our Practice with Compassion



**AMERICAS COACHING
SUPERVISION NETWORK**

Virtual Conference April 28, 29 and 30, 2022

www.americassupervisionnetwork.com

Disrupting our Practice with Compassion

Americas Coaching Supervision Conference 2022

We welcome you to the Fifth 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, we, as a community, need to respond to and share emerging perspectives on the work we bring to the world. This year's theme, **Disrupting our Practice with Compassion**, is an invitation to reframe coaching supervision through diversity, equity and inclusion, and other lenses. The event is an opportunity to learn new skills, reflect on our practice, and meet colleagues from different countries committed to work on their development.

Again 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 supervision profession. With three full days of events, offering two streams of simultaneous workshops, 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. All sessions will be recorded and available to participants for three months. (Note: CCEs are only available for the sessions you attend live.)

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

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Americas Coaching Supervision Fifth Annual Conference: Disrupting our Practice with Compassion

April 28, 29 and 30, 2022

Detailed Agenda

Day 1

Thursday, April 28, 2022

All times are PDT

TIMING	TRACK 1	TRACK 2
7:30 am - 8:00 am	Community Gathering	
8:00 am - 9:30 am	Keynote - Session 1 Dr. Okokon Udo - UnMasking Coaching Supervision	
9:30 am - 9:45 am	BREAK	
9:45 am - 11:00 am	Session 2A - Amaranatho Robey - Compassionate Silence	Session 2B - Benita Stafford-Smith - Trust the Spirit of Life in all your Choices
11:00 am - 12:00 pm	LUNCH	
12:00 pm - 1:15 pm	Session 3A - Dr. Clare Beckett McInroy - 10 Ts of Systemic Team Coaching SUPERvision	Session 3B - Peter Duffell and Natalia de Estevan-Ubeda - Mental Health in Supervision: Are we Ready?
1:15 pm - 1:30 pm	BREAK	
1:30 pm - 2:45 pm	Session 4A - Lynn Harrison and Martine Bizouard - Trust: The Magic Ingredient for Deeper Learning in Group Supervision	Session 4B - Damian Goldvarg and Lily Seto - Embracing and Working with Disruptions in Group SuperVision
2:45 pm - 3:00 pm	BREAK	
3:00 pm - 4:30 pm	Session 5 - Group Supervision - Experience It	
4:30 pm - 5:00 pm	Community Gathering	

Day 2

Friday, April 29, 2022

All times are PDT

TIMING	TRACK 1	TRACK 2
7:30 am - 8:00 am	Community Gathering	
8:00 am - 9:30 am	Keynote - Session 6 Elena Espinal and Adriana Rodriguez - The Futures of Coaching Supervision	
9:30 am - 9:45 am	BREAK	
9:45 am - 11:00 am	Session 7A - Nancy Tylim - Allyship in Supervision	Session 7B - Deborah "Sunni" Smith - Appreciating the Value of Discomfort when Talking about Race in Coaching Supervision
11:00 am - 12:00 pm	LUNCH	
12:00 pm - 1:15 pm	Session 8A - Aida Frese and Clara Beleiro - Supervising Through Art: How do We Observe as We Coach, Who do We Become and How do We Observe in Supervision	Session 8B - Thea Bombeek - Using Art as a Catalyst for Deepening the Awareness of the Self
1:15 pm - 1:30 pm	BREAK	
1:30 pm - 2:45 pm	Session 9A - Jeff Nally - Observing and Sharing the Neuroscience of Supervision and Reflection	Session 9B - Jeanine Bailey and Marie Quigley - Using Ourselves as an Instrument in Support of Our Client's Instruments
2:45 pm - 3:00 pm	BREAK	
3:00 pm - 4:30 pm	Keynote - Session 10 Dr. Paul Lawrence - Exploring a Meta-Systemic Approach to Coaching Supervision	

Day 3

Saturday, April 30, 2022

All times are PDT

TIMING	TRACK 1	TRACK 2
7:30 am - 8:00 am	Community Gathering	
8:00 am - 9:30 am	Keynote – Session 11 Robin Shohet – Supervision as Spiritual Practice	
9:30 am - 9:45 am	BREAK	
9:45 am - 11:00 am	Session 12A – Dr. Michel Moral - Detection of Parallel Processes in Supervision	Session 12B – Michelle Lucas – What is the Difference Between Coaching and Coaching Supervision - Isn't It Just “Coaching the Coach”?
11:00 am - 12:00 pm	LUNCH	
12:00 pm - 1:15 pm	13A – Merle McKinley – Self as Instrument: Deepening Your Somatic Awareness	13B Larissa Thurlow and Traci Manalani – Super-vision for Team Coaches: An Exciting and Complex Territory
1:15 pm - 1:30 pm	BREAK	
1:30 pm - 2:45 pm	Session 14A– Meryl Moritz and Ester Landa – Evolving Leaders using Super-Vision	Session 14B– Andrew Shaffer and Jeanne-Elvire Adotevi – Embracing Brokenness as Resilient Leaders: A 7- Step Reflective & Reflexive Process
2:45 pm - 3:00 pm	BREAK	
3:00 pm - 4:30 pm	Community Circle Closing	

DAY 1:
Thursday, April 28, 2022

Session 1

Keynote Speaker: Dr. Okokon Udo – UnMasking Coaching Supervision

SESSION DESCRIPTION

The supervisory relationship is a dynamic and transformative space that taps into the dimensions each party brings to the relationship. Such dimensions include gender, race, class, ethnicity, educational level, political orientation, spirituality and age. The training, experience, sense of self and orientation of the supervisor if not effectively managed can get in the way of the relationship, thus impacting the outcome of supervision.

This session will utilize stories and poems in exploring the concepts of power, rank and privilege in the context of process-oriented psychology and apply that to reflective supervision. It will help practitioners understand who they are in the supervisory space and to effectively manage their own internal processes and issues to best serve the needs of the supervisee.

Attendees at this session will come away with a deep understanding of their own sense of power, rank and privilege in the relationship, discover how to bring awareness to their internal processes, learn about the importance of inner work in their ongoing development and be able to command their state to create stable spaces that allow for effective supervision to flourish.

Dr. Okokon Udo, PhD, PCC, CPCC

Okokon Udo is the founder and CEO of SoulEngineering LLC. He is committed to creating the right conditions for leaders to discover or rediscover their true selves and bring that to bear in their work; delivering value for themselves and their organizations.

Okokon is an international change management, leadership and Diversity, Equity & Inclusion consultant. He has served on the faculty of Northwestern Health Sciences University, St. Mary's University, the Executive Coaching Program of the University of St. Thomas and the Co-Active Training Institute. Okokon is a Certified Professional Co-Active Coach (CPCC), a Professional Certified Coach (PCC) from the International Coach Federation (ICF), a trained Reflective Supervisor and a Spiritual Director. Okokon holds a PhD in Pastoral Care and Counseling from Luther Seminary, MA in Process Oriented Psychology (focused on conflict facilitation and organization change) from the Process Work Institute and a BD (Bachelor of Divinity) from the Theological College of Northern Nigeria.



Session 2 A

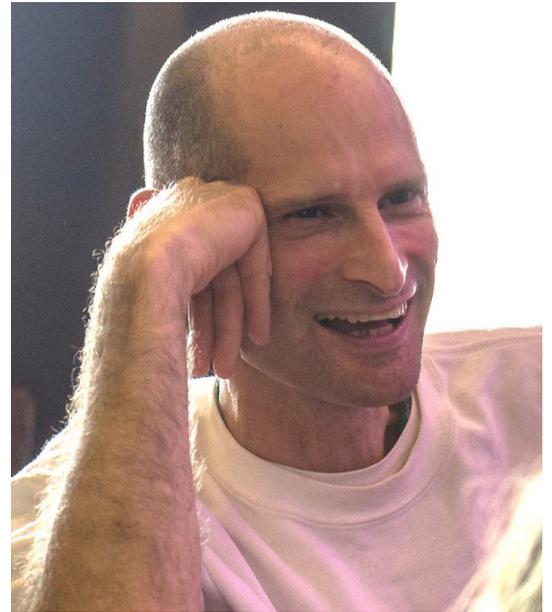
Workshop Presenter- Amaranatho Robey – Compassionate Silence

SESSION DESCRIPTION

Silence can allow for emergence and building trust, it can also be devastating and limiting. Using silence in coaching supervision can be a powerful way to connect, be compassionate, and reveal deeper issues. The session will use mindfulness, co-exploration and playfulness to explore what happens when nothings happens. Robey will use the PlayfulMonk framework that he developed, and is based on co-exploration, play and love. It will support the community to develop a deeper appreciation of silence and from that place a possibility of becoming wiser in how we relate to our supervisees.

Amaranatho Robey, Coaching Supervisor, PlayfulMonk

Amaranatho started his working life as a technical support manager and this took him on a transformational journey from getting a degree in AI, to world explorer and spending 15 years as a Buddhist monk. He is now a mindfulness-based executive and agile mindset coach and scrum master, where he supports executives, leaders, and teams to stay calm and connected in complex situations. He developed the PlayfulMonk approach to awaken people and organizations to their true potential. He is an accredited coaching supervisor and coaches at the senior practitioner level of the EMCC.



Session 2 B

Workshop Presenter- Benita Stafford-Smith – Trust the Spirit of Life in all your Choices

SESSION DESCRIPTION

Come explore with your peers Spirituality in Coaching Supervision, where we will discuss supervision through the lens of mystery and magic, so often ignored, but so often present.

Can it be said that Spirituality might be the ecosystem of Coaching Supervision, the fabric upon which all else is placed? Together we will explore this provocative idea in break out rooms though discussion of the following areas:

- What is Spirituality and how do we recognize it in a session?
- How do we as Supervisors create a space for Spirituality in our sessions?
- How do we address Spirituality without getting lost in religion or personal philosophies?

Benita Stafford-Smith, MCC

In 2016 Benita discovered Coaching Supervision and in 2008 Benita left Canada for Muscat, Oman. She hasn't looked back since!

Holding a bachelor's degree in psychology started this journey--well, actually, her soul's calling for adventure started the journey!

She currently runs a Coaching Practice for an HR consultancy in Oman, founded BLSS Coaching which offers online personal and professional development and supervision. Writing is one of her avenues for expression, she has co-authored two books and written one, is a frequent blogger and is published in traditional media. Team coaching supervision and individual supervision keep her flair for life fueled!



Session 3 A

Workshop Presenter- Dr. Clare Beckett-McInroy – 10 Ts of Systemic Team Coaching SUPERvision

SESSION DESCRIPTION

In this session we will grapple with the nuances of Systemic Team Coaching SUPERvision competencies. We will gain clarity on what additionally is needed for SUPERvisors to SUPERvise individual team coaches and co-delivering team coaches. We will also uncover some of the topics that are brought to Team Coaching SUPERvision and examine ways to work with them in support of the whole system. Using Miro, we will interactively partner in raising challenges and wins for Team Coaching SUPERvisors to add to the body of knowledge in our field.

Learn, debate, understand, experience, then apply...

- What is Systemic Team Coaching SUPERvision?
- What is similar and different in Team Coaching SUPERvision compared to SUPERvision for one-on-one or group Coaches (SUPERvisees)?
- When is a good time for Team Coaching SUPERvision?
- What extra competencies and capacities are needed for SUPERvising Team Coaches?
- What ways is complexity, equity, diversity and inclusion addressed in Team Coaching SUPERvision?
- What's essential for SUPERvising Co-Team Coaches?
- What 'extra' is needed when SUPERvising Team Coaches who coach Teams-of-Teams (ToT)?
- Why is SUPERvision on SUPERvision (or METAvision!) essential for Team Coaching SUPERvisors?

Dr. Clare Beckett-McInroy

Clare Beckett-McInroy co-creates impact with people and organisations. An ICF MCC and Registered Mentor Coach, Certified Agile Coach, EMCC MP Practitioner in Team Coaching, Coaching & Mentoring, and ICF Subject Matter Expert, she works in culture transformation, systemic executive and board coaching, psychometrics and research. Clare has authored 5 books, presented at Harvard University, coached in 14 countries, Mentor Coaches for Henley Business School, worked with billion-dollar family businesses, not-for-profits and Fortune 100s across sectors.

In 2010 she founded BECKETT MCINROY and the #CoachMEModel and resources (in 30+ languages), #TAP360 'Team Advance Profile' and she designs and delivers triple award-winning coach training. Clare was Co-Founder of ICF Bahrain and ICF Doha, VP and President, and she was the Nominating Internal Coach for the ICF Middle East Prism Award Winners 2020 Qatar Financial Centre.



Session 3B

Workshop Presenters: Peter Duffell and Natalia de Estevan-Ubeda – Mental Health in Supervision: Are we Ready?

SESSION DESCRIPTION

A global survey in 2021 highlighted the importance of coaches being able to take mental health issues to supervision. The research also highlighted that less experienced coaches found supervision invaluable when confronted with someone with a potential mental health issue, yet many coaches do not access supervision. A further issue highlighted by the research is that coaches and supervisors who are not also trained counsellors or therapists have little training to prepare them to support someone presenting with a mental health issue. There is therefore a potential issue that coaches may unintentionally 'harm' their client's mental health situation further because they either don't know how to deal with it, use the wrong language or simply disengage leaving their client in limbo. There is a further issue of general well-being – how do supervisors look after their own mental health needs and those of the coaches they are working with after dealing with these issues?

This interactive presentation will look at the wider client-coach-supervision system and will consider several issues that supervisors may encounter in their work. The session will pose some fundamental questions about supervisor training and if the professional bodies need to take a stronger stand on what should potentially be necessary qualifications in situations where supervisors may have to deal with mental health issues presented to them by coaches.

Peter Duffell

Peter Duffell is an experienced executive, leadership and personal coach and supervisor who had 30 years' experience in Information Technology before becoming a professional coach in 2014. He previously worked in senior roles with several highly regulated global Financial Service organisations, where he led several organisational transformations. Additionally, he has many years practical experience of coaching and mentoring individuals in a business context as well as leading large delivery programmes. Peter has an MA in Coaching and Mentoring Practice from Oxford Brookes University and is a qualified Coach Supervisor. He is a member of the European Mentoring and Coaching Council (UK) holding their Master Practitioner accreditation. Peter is also an accredited member of the Association of Coaching Supervisors and participates in the Global Supervisors Network. As a regular contributor to industry periodicals, he won the Best Research Article from Coaching at Work in 2014 and Best Article in 2017 with his co-researcher Dr. Carmelina Lawton-Smith.



Natalia de Estevan-Ubeda

Natalia de Estevan-Ubeda is a coach and coach supervisor. Natalia's previous career was in corporate life in senior leadership positions which opened her eyes to coaching and she became a coach herself at the time. She has been an internal coach and internal supervisor, part of the UK's Government coaching and supervision network. She has a Master's Degree by Oxford Brookes University on Coaching where she was the recipient of Best Dissertation of the Year award by APECS (UK's Association for Professional Coaching and Supervision). Natalia is a former Board Director of EMCC UK and an active member of the Global Supervisors Network. Natalia's current research is on Supervision of Supervision and Mental Health in Coaching and Supervision. She has published her previous research on Supervisor's development and on Generational Differences in the supervisory system. Natalia lives in London, where she has resided for over 20 years, whilst being originally from Spain.



Session 4 A:

Workshop Presenters: Lynn Harrison and Martine Bizouard – Trust: The Magic Ingredient for Deeper Learning in Group Supervision

SESSION DESCRIPTION

Trust is a key ingredient in enabling supervisees to develop feelings of safety in a group and thereby explore the edges of their work to allow transformative learning. We often hear, however, that trust takes a long time to develop. Not all supervision groups last for months or years, so is it possible to create conditions in which trust can more quickly take root and flourish? Our research with supervision groups suggests yes. In this interactive session, we will identify some of the elements that encourage and maintain the development of trust, both on the part of the supervisor and the supervisees. Deep learning can be powerful and empowering, but it also touches places of vulnerability, places best supported by a trusting bond among co-learners.

Lynn Harrison, PhD, MCC / Martine Bizouard, MCC

Lynn Harrison, PhD, MCC and Martine Bizouard, MCC are graduates of the Goldvarg Consulting Group's coaching supervision program and are ESIA-certified coaching supervisors. They have worked extensively with groups, both as coaches and supervisors. Lynn and Martine recently wrote a research-based chapter entitled, "The Magic of Group Supervision" for the forthcoming book, *Coaching Supervision in the Americas*. Lynn resides in Whistler, Canada, on the unceded territory of the Squamish and Lil'wat Nations, and Martine lives in Paris, France. Both are life-long learners who revel in extending their knowledge threshold as well as supporting the growth and learning of others.



Session 4B

Workshop Presenters: Damian Goldvarg and Lily Seto – Embracing and Working with Disruptions in Group SuperVision

SESSION DESCRIPTION

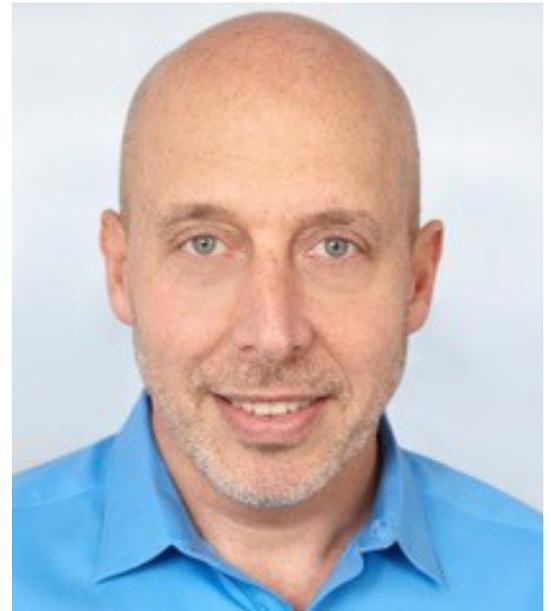
In this workshop, we will gather the group wisdom of what kinds of disruptions might come up during Group SuperVision. As Group SuperVisors, we embrace what is happening and learn how to work with the disruptions that may show up. This is an interactive workshop that will encourage participation of the attendees through small group discussions and plenary work. Your small group will be asked to be creative in coming up with a roadmap for working with disruptions. This workshop is an excerpt from the global Group SuperVision Program that is facilitated through Goldvarg/Seto.

Dr. Damian Goldvarg, MCC, ESIA

Dr. Damian Goldvarg, MCC, ESIA, is an executive coach and leadership development expert with more than thirty years of experience working in more than 50 countries. He is the Past President of the International Coaching Federation (2013 and 2014). He is a recipient of the 2018 Circle of Distinction from the ICF for his global contribution to the coaching profession and the 2019 Supervision Award from EMCC for his contribution to developing Supervision worldwide.

He wrote five books on coaching and has trained hundreds of professional coaches, mentor coaches, and coach supervisors worldwide in English and Spanish.

He is very passionate about coaching and influenced everybody in his family to receive coaching training including his partner, parents, siblings, siblings in law, and six of his closest friends. Some of them attending this conference!



Lily Seto, MA, PCC, ESIA

Lily Seto, MA, PCC, ESIA, has coached globally for over 17 years, both as an internal coach and an external coach. Her coaching clients include executives to middle and front-line managers, in all sectors. She just completed four years of serving on the Independent Review Board at ICF, which is responsible for investigating ethical complaints and is also a past president of the ICF Vancouver Island Chapter.

Lily is one of the first trained Coaching SuperVisors in Canada and facilitates global supervision groups as well as works with individual clients. She co-facilitates one of the first online global programs to train Group SuperVisors.

Lily is the 2016 Recipient of the Prestigious Leadership Victoria Award: Royal Roads Award for Excellence in Coaching and Mentoring as well as the 2020 EMCC Winner of the Global Supervision Award.

Most importantly, she is a grandmother to two beautiful children and is married with two grown sons.

Session 5 Workshop Host - Group Supervision – Experience It

SESSION DESCRIPTION

During this part of the program, you will be invited to participate and experience group supervision. Groups will be assigned randomly and we will be showcasing trained group supervisors.



Group Coaching Supervision Certification facilitated by Lily Seto and Damian Goldvarg (January 2022)

Session 6

Keynote Speakers: Elena Espinal and Adriana Rodriguez – The Futures of Coaching Supervision

SESSION DESCRIPTION

Having been established for little more than 30 years, coaching is a new profession, and it is evolving and adapting to an ever-changing world. If coaching concerns itself with the creation of possible futures, how will our profession, along with coaching supervision, evolve?

Coaches influence the decisions clients make of their future, so how can we enhance our knowledge to better fulfil the needs of our clients? How can we take more responsibility for how we influence our clients' decisions? How do we inquire more profoundly to allow us to probe the impact of our coaching on our clients' decisions and outcomes?

For several years we have been providing space for reflection, for both inexperienced and experienced coaches, where we ponder:

- What is the role of supervision in this rapidly changing world?
- How can we adapt supervision to better fit the needs of coaches and clients?
- How should we incorporate the vision and needs of clients in our process of self-evaluation as coaches?
- How can we generate more reflective processes that entail a deeper and more systemic vision to provide better services?

We will seek to answer these questions together. Aided by coaching supervision, we will continue to provide firmer foundations for our booming profession, which in a never-ending process, we continue to grow and perfect.

Elena Espinal, MCC

Elena Espinal is a creative and visionary power. She is Master Coach of ICF and of the Argentinean Association of Coaching Professionals (AACOP), as well as founder of the Institute of Professional Coaching (ICP) in Argentina, where the first officially recognized coaching career is taught. Her expertise in engaging people from passion and personal conviction made her a pioneer in the use of ontological coaching. Elena's systemic vision allows others to see possibilities and to challenge themselves to achieve their highest dreams. She has an absolute conviction in the greatness of human beings.

Elena has 32 years of experience in leadership and development, and has worked in more than 30 countries with individuals and Fortune 500 companies, Governments and NGO's. Elena is a world-class speaker with great presence and is also author of the book: *Crafting the future*. Her specialty is Future Design. Elena is a leader driven by her heart and is capable of turning dreams into projects. She is Director of Team Power and Team Power Institute and the soul of this organization.

Adriana Rodriguez, MCC

Adriana Rodriguez's natural tendency for excellence, her passion for challenges and the search for continuous improvement, have led Adriana to hold management positions in the areas of human development, training, design and development of systemic projects. She was a member of the founding team of Aeromexico's University and Director of Instruction at Airports and Auxiliary Services (ASA).

Adriana is an ICF Master Coach, has a Bachelor's Degree in Pedagogy, a Master's Degree in Administration, as well as extensive training and an extraordinary teaching ability that make her an exceptional coach for those who are facing challenges or who want to seriously transform themselves. Her great capacity to learn in addition to her generosity and dedication, are some of the qualities that Adriana brings to every project she is involved in. She is a great articulator capable of putting all the parts in motion. Adriana is Director of Team Power and Team Power Institute, besides being the heart and muscles of this organization.



Session 7A

Workshop Presenter: Nancy Tylim: Allyship in Supervision

SESSION DESCRIPTION

In this interactive workshop, we will explore together a tool to help us show up as an Ally so we may stand up for others to proactively build inclusion in Super-Vision and our world at large. This will be preceded by exploring the 5 attributes of empathy. We will apply both concepts (allyship and empathy) through exercises.

Nancy Tylim

Nancy Tylim is a bi-lingual (Spanish-English) Leadership Executive Coach, Systemic Team Coach, Clinical Psychologist, Coach Supervisor, Trainer and Mentor Coach with 30 years of experience working in all continents. She has worked with small, medium, and large-scale public, private, and non-profit clients from biotechnology, pharmaceuticals, chemicals, healthcare products and services, aerospace & defense, automotive, banking, computer software and service, IT, education, electronics, financial services, food & beverage, government, manufacturing, metals & mining, non-profits, fundraising, public relations, real estate, retail, arts & entertainment, and many United Nations organizations. Nancy partners up with leaders to help them develop the skills they need with the challenges they are facing.

Nancy is also a Global Trainer on various topics: Dare to Lead (a leadership courage building program based on the research of Dr. Brené Brown), Emotional Intelligence, Diversity & Inclusion Cultural Intelligence, Better Conversations Every Day (on how to effectively communicate at work) and Foresight.



Session 7B

Workshop Presenter: DeBorah “Sunni” Smith – Appreciating the Value of Discomfort when Talking about Race in Coaching Supervision

SESSION DESCRIPTION

One of the desired outcomes of Coaching and SuperVision is that the Coachee or SuperVisee comes away with some value and / or benefit. A challenge is often confronted when the topic of race is presented as the focus of a session. Clarity around coaching competencies does not rule out the impact of unconscious incompetence when it comes to equity, inclusion, and belonging.

- As a SuperVisor or Coach, how comfortable are you in addressing issues of race?
- To what extent are you aware of your own lenses, discomforts, and biases?
- Which coaching skills and strategies can be employed to regulate, manage, and transform the discomfort experienced with dialogue that involves race?

This interactive workshop will NOT give definitive answers to those questions. It will, however, illuminate, and explore reflective approaches like “Compassionate Forensics”. Applying this and similar strategies can help expand, if not excavate, existing comfort zones when it comes to talking about race. Isn't that where the magic happens?

DeBorah “Sunni” Smith, MS, JD, LLM

DeBorah “Sunni” Smith provides transformational executive coaching and consulting around organizational imperatives like leadership development; change management; Conversational Intelligence®; conflict resolution; workplace harassment; cultural competency and especially, “DEI and B” principles. As CEO of Cassava Coaching & Consulting, she places a high emphasis on establishing relationships and resources that work together in innovative ways to manage change and create permanent, positive, paradigm shifts.

Her client base is diverse and they have one thing in common – a commitment to productivity and growth. She also functions as an adjunct coach and consultant with the Center of Creative Leadership (CCL) and enjoys her work conducting individual and group Coaching SuperVision. She says, “coaching is about intentionally co-creating space for our personal power and for our inner voice to organically assert itself. My goal is to effectively facilitate the emergence of an authentic, principled, professional experience, including the journey from transparency to trust!”



Session 8A

Workshop Presenters: Aida Frese and Clara Beleiro – Supervising Through Art: How do We Observe as We Coach, Who do We Become and How do We Observe in Supervision

SESSION DESCRIPTION

Narratives of our case and ourselves in supervision? We go to supervision to observe ourselves coaching. Who am I as a coach? How accurate, whole, vivid is the story we weave as we meet our supervisor? As linguistic beings, as the ontological model holds, we “become” in language. We feel, we think, we speak, we reflect. What could appear when rather than using only words we resort to a far more ancient means of expression, art? What if we DO in the moment as we tell, feel, think and reflect? What if we re-create the case with our hands while talking? In this session we will explore and resignify the use of visual creative activity and suggest other formats to be applied in supervision. We are convinced the ontological model, along with art and neuroscience can contribute to right-hemispherizing the supervision process and left-hemispherizing the outcome while igniting new neuro pathways along the way.

Clara Beleiro, PCC

Clara Beleiro, PCC, executive and team coach, mentor, coaching supervisor and life-long amateur painter and dancer. She partners with C-suite and middle management executives, business people and executives through a personal blend of coaching approaches. She has accompanied executives in regional and global roles in various industries into successful transitions and transformations. She has designed full transformation programs for small companies (SME's). Sound experience in group and virtual facilitation, facilitation, co-coaching, shadowing, team and organizational coaching, comfortably performing in both languages. She coaches multicultural teams. She blends art, dance and coaching in circles for female leadership development. She does volunteer work coaching leaders of NGO's through Aportes de Gestión.



Aida Frese, MCC, ESIA

Aida Frese, MCC, supervisor (ESIA), mentor and trainer. Executive and team coach working worldwide with executives ranging from high potential to C-Suite, from family business to multinational organizations and in various industries. She enjoys connecting and working with people from different cultural backgrounds in Spanish, English and French. Aida has designed and facilitated different trainings where she integrates her experience and ongoing learning. She is committed to contributing to a better world and is involved with associations working on climate change, gender and diversity. She is currently an ambassador for the ICF Foundation.



Session 8B

Workshop Presenter: Thea Bombeek – Using Art as a Catalyst for Deepening the Awareness of the Self

SESSION DESCRIPTION

The Self is your main instrument in coaching and supervision. Hence the importance to explore the Self extensively. Especially in these challenging times, you rely on your Self to break open your practice. The more you inhabit your whole Self the better you can be fully present and hold space for what wants to happen in the life of the client. Art is an excellent 'tool' for deepening the awareness of the Self. As George Bernard Shaw said: "You use a glass mirror to see your face. You use works of art to see your soul".

Works of art (paintings, music, poems, ...) challenge you, invite you to consider and reflect and increase your awareness. Through art you can get in contact with your inner beauty. In this way you tap into forces to disrupt your practice with compassion. In turn, you invite clients to do the same. Both in my own life and that of my clients I have witnessed the transformational power of art as a catalyst for getting in contact with the inner beauty.

This session includes sharing personal stories, tools, and best practices of how to use art in supervision. I will share two art exercises (one with music and one with a poem) where the participants go into the experience themselves. It is a time to reflect on how art, and by extension, beauty can help supervisees get in contact with the inner beauty to enhance knowledge of self.

Thea Bombeek

Thea Bombeek has developed a passion for everything related with potential development and interaction processes between people. She coaches people to become the best possible version of themselves. She considers herself as an ally, who asks focused questions and provides customised feedback to facilitate the client to take the next step. Thea has more than 20 years of experience in international companies (KBC and KPMG). Her strengths lie particularly in authentic leadership, team coaching, purpose, loss and grief. Thea holds a master's degree in History of Art, a Master after Master in Human Resources Management, a CSA credential and an ESIA credential as supervisor (EMCC). She is Master Certified Coach (MCC) at ICF and a Certified Transformation Presence Coach and Mentor (Alan Seale). She is also a contextual therapist and a creative coach. Thea is the former chairman of the International Coach Federation Belgium.



Session 9A

Workshop Presenter: Jeff Nally – Observing and Sharing the Neuroscience of Supervision and Reflection

SESSION DESCRIPTION

Coaching supervision is much more than the interaction of individual brains: it's the dynamic relationship between engaged, reflective brains that generates a unique supervision experience. And the field of neuroscience is expanding rapidly, so we'll unleash the wisdom of the group to learn the latest connections to supervision. Bring your brain to this session to share your insights, knowledge, and brain-based experiences with your peers, and learn from them as well. Observe a supervision session through a brain-based lens to deepen your awareness on how our brains can get in the way of reflection or help reflection to flourish in the moment. Let's expand our collective brains, together, with the neuroscience of supervision.

Jeff Nally, PCC

Jeff Nally (PCC) is an executive coach, coaching supervisor, and advocate for growing coaching supervision in the Americas. He is a certified coach supervisor through Goldvarg Consulting and leads the class, Coaching Supervision with the Brain in Mind. He is the Vice President of the Global Coach Community at CoachSource creating supervision programs with corporate clients. Jeff is the President of Nally Group Inc. where he supervises coaches and creates no-nonsense neuroscience solutions for leaders at work. Jeff earned a BA in Psychology from Georgetown College and an MBA from Georgia State University.

Jeff volunteers to advance coaching and supervision by speaking at conferences and ICF/EMCC chapters, serving on the board of directors at the Gay Coaches Alliance, and co-leading the Coaching Supervision Marketing Mastermind with Dr. Terry Hildebrandt. He is the 2021 recipient of the Thomas J. Leonard Humanitarian Award. Jeff resides in Venice, Florida, USA.



Session 9B

Workshop Presenters: Jeanine Bailey and Marie Quigley – Using Ourselves as an Instrument in Support of Our Client’s Instruments

SESSION DESCRIPTION

Jeanine and Marie (Empower World) will support you to experience how integrating an embodied approach in your supervision practice can be hugely impactful both for your success as a supervisor and for your supervisee’s awareness of themselves and the cases or challenges/opportunities they bring to supervision in support of creating new awareness.

During this session, which includes a coaching supervision demonstration focusing on self as instrument, you will experience the power of paying attention to the wisdom of your body and sharing that with your supervisee; learn ways to increase your coaching presence and connect deeply with your supervisee client to tap into their resourceful energy and wisdom to create new perspectives and sustainable change within.

Jeanine Bailey / Marie Quigley

Co-Founders and Directors of Empower World, Jeanine Bailey and Marie Quigley have delivered executive and life coaching for individuals, as well as cutting-edge International Coach Federation (ICF) approved coach training and mentoring programmes in-house and publicly, together with tailored workshops and facilitated programmes for organisations and thousands of people from all over the world since 2012. Marie and Jeanine passionately partner with people and organisations to achieve their goals, dreams and legacy by supporting them to unlock their hidden and powerful possibilities within. They support the creation of significant transformational and sustainable behavioural change to achieve measurable success far beyond what is expected.

Jeanine and Marie have over 20 years of professional coaching experience between them in the corporate environment across many countries partnering with global blue-chip organisations. They have a consistent track record of realising highly effective modern coaching, facilitating and training practices that delivers superior people performance, providing not only the structure and support, but also the skills and tools to allow people to reach their true potential.

They are both ICF MCC coaches, certified coaching SuperVisors, coach mentors and trainers, Daring Way™ certified facilitators, Conversational Intelligence certified, NLP Practitioners and so much more.



Session 10

Keynote Presenter: Dr. Paul Lawrence – Exploring a Meta-Systemic Approach to Coaching Supervision

SESSION DESCRIPTION

In this session we will explore what it means to work meta-systemically. Participants will be first introduced to the basic principles of a meta-systemic approach, before workshopping what a meta-systemic approach might look like in practice. The workshop will build on chapter 1 of the 2nd edition of Coaching & Mentoring Supervision (Bachkirova, Jackson & Clutterbuck) and the book Coaching Systemically – Five Ways of Thinking About Systems (systems5ways.com) helping people to translate systems and complexity theories into practical outcomes.

Dr. Paul Lawrence

After completing a PhD in Psychology, Paul embarked upon a corporate career with BP plc, leading teams and businesses in the UK, Spain, Portugal, Australia and Japan. Paul has been working as a coach, coach supervisor and consultant since 2007, based in Sydney Australia, and has over 4,000 coaching hours working with individuals, groups and teams. Paul conducts research on a regular basis and has published more than a dozen academic articles and book chapters.

He has authored four books Leading Change: How Successful Leaders Approach Change Management, Coaching in Three Dimensions: Meeting the Challenges of a Complex World, The Tao of Dialogue and Coaching Systemically: Five Ways of Thinking About Systems. Paul teaches coaching at the Sydney Business School, University of Wollongong, is an Honorary Research Associate at Oxford Brookes University, and represents the Association of Coaching Supervisors in Australia. He trained in coaching supervision at Oxford Brookes and now leads program delivery in Australia, New Zealand and Asia-Pacific.



DAY 3: **Saturday, April 30, 2022**

Session 11

Keynote Speaker: Robin Shohet – Supervision as Spiritual Practice

SESSION DESCRIPTION

Robin Shohet has been supervising for 45 years and written extensively on the subject. His latest book *In Love with Supervision* which he co-wrote with his wife, Joan, chronicles their work together, and their last chapter, *Supervision as Spiritual Practice* will be the focus of this talk/workshop. It builds on the idea of moving from fear to love and how this and the philosophy of non-duality can inform our practices.

Robin Shohet

Robin Shohet is the author of many books on clinical supervision, including *Passionate Supervision* (2007) and is co-author of the seminal training text for supervisors *Supervision in the Helping Professions* (with Peter Hawkins) in 2012. His most recent book, written with Joan Shohet, is *In Love with Supervision: Creating transformative conversations* (2020). Robin has supervised for over thirty years and co-founded the Centre for Supervision and Team Development in 1979.



Session 12 A

Workshop Presenter: Dr. Michel Moral – Detection of Parallel Processes in Supervision

SESSION DESCRIPTION

Parallel Process is as important as transference and resonance in supervision. As it is a quite tenuous mechanism, its detection is a real challenge for most young supervisors and sometimes for experienced supervisors. The objective of the session is to offer supervisors a synthesis of the state of the art on this issue and to reflect on the 'what to do' when a Parallel Process has been detected. Several exercises inspired by real situations will allow participants to understand the true nature of the parallel process.

Dr. Michel Moral

Dr. Michel Moral spent most of his career in an international environment as a manager and executive in Europe, Middle East and Africa. In 2003 he created a coaching and supervision practice. He currently supervises coaches (EMCC ESIA), and coaches executives, executive teams and organisations (i.e., "teams of teams"). He also trains supervisors (EMCC ESQA). He has published 11 books, out of which 9 are related to coaching and supervision.

He received the 2019 EMCC Global Supervision Award and the 2020 Henley Business School Coaching Award.



Session 12 B

Workshop Presenter: Michelle Lucas – What is the Difference Between Coaching and Coaching Supervision - Isn't It Just “Coaching the Coach”?

SESSION DESCRIPTION

This is a question that occupies many practitioners thinking about or training to be a coaching supervisor. We are thankful for the competency frameworks already articulated – however, is this enough? Competency frameworks take us toward improving our skill set, and yet if we can embed a supervision mindset, we become better placed to trust that whatever skills we use, they will embody the supervision agenda. In 2017, Michelle looked at the work of Peter Bluckert and his seven principles for executive coaching and wondered how they could be extended to coaching supervision. In the last year, through an Action Research approach Michelle has been socializing and testing these principles with members of the Association for Coaching. In this session she will share her findings with ACSN delegates and invite you to comment on the additional principles that have emerged from this most recent research.

Michelle Lucas

Michelle Lucas trained at Oxford Brookes University, is an experienced and Accredited Executive Master Coach and Coach Supervisor (with the Association for Coaching). She takes an Eclectic approach to create a “safe enough” space where people feel both held and stretched in roughly equal measure. She has a lightness of touch, creating a playful and creative space that fosters profoundly generative conversations.

She has a thriving portfolio of over 60 supervisees, working with both independent and internal coaches and supervisors providing individual, paired, and various formats of group supervision. She continues to work with a small portfolio of Executive Coaching Clients to keep her essential coaching skills sharp. She has written three books about Coaching Supervision, published by Routledge, collaborating with David Clutterbuck and Carol Whitaker in the UK and Tammy Turner in Australia. She is currently scoping her fourth book and volunteers as the AC's Supervision Education Lead.



Session 13A

Workshop Presenter: Merle McKinley – Self as Instrument: Deepening Your Somatic Awareness

SESSION DESCRIPTION

We are all familiar with our thoughts and emotions. We may even be aware of certain sensations such as tightening in our chest or sweaty palms. Often feeling and attending to sensations is a new practice. Most of us have learned to live in our thinking or “outside of our own skin” to negotiate our lives. The more movement of energy, sensations and aliveness we can allow through our psych-biologies, the more choice we have in our responses and actions.

Developing our “self as instrument” requires the supervisor to cultivate a deeper awareness of their own psych-biologies. Having the ability to articulate this awareness helps create a safe space for the practitioner to reflect, restore and expand. In this session we will explore and become familiar with typical areas where we stop our sensations and hence our wisdom and our ability to more fully serve our clients and practitioners.

Merle McKinley, MCC, MSC

Merle blends together her somatic and linguistic expertise to create a coaching experience that is insightful, revealing and compassionate. Throughout her career, whether it be as a dietitian, business consultant or coach, her deepest desire is that people align to and live the life they envision for themselves.

Merle spent 25 years employed by Dr. Fernando Flores. During those years she served on teams responsible for process redesign and performance improvement. She has coached numerous individuals, teams, and executives in the U.S. and Europe.

She began her studies of Somatics in 1995 becoming a Master Somatic Coach in 2001. Through the practice of Aikido at Two Rock Dojowhere she holds the rank of Nidan (2nd degree black belt), she continues to practice self-cultivation and a beginner’s mind. Merle is on the educational staff of the Strozzi Institute’s Somatic Coaching Program and will soon become credentialed by the EMCC as a coach supervisor.



Session 13B

Workshop Presenters: Larissa Thurlow and Traci Manalani– Super-vision for Team Coaches: An Exciting and Complex Territory

SESSION DESCRIPTION

“With 65% of CEOs and leaders believing it is important to shift to a team based leadership model and only 7% feeling “very ready” for this shift, in addition to an even lower number (5%) rating themselves as “very effective”, team coaching appears to be the next frontier in the evolution of the Coaching profession and the support it offers to leaders and organizations.

(Source: Deloitte Global Human Capital Trends survey, 2019-10K respondents in 119 countries)

ICF has recently added competencies specific to Team Coaching. WBECS has established the Global Team Coaching Institute (GTCI). What impact might this have for Coaching Supervisors? Can we apply the same methodologies and techniques with team coaches that we do with those supervisees that solely engage in 1:1 Coaching? What additional or unique mindsets, competencies and tools might be needed from or expected of Supervisors to be fit for this purpose and for their clients working in and with increasingly complex relationship systems, such as teams or a co-coaching model?

Though there are experts and pioneers such as Clutterbuck, Hawkins, Lawrence, Hodge etc. that have expertise in this area, there appears to be very limited agreement on well utilized and validated Supervision models developed specifically for the Supervision of Team Coaches. This session will begin to look at the various additional considerations those Super-vising team Coaches may want to take into account. We will explore, via a demo, the additional eyes/systems, as well as potential tools for working with team coaches.

Larissa Thurlow, MDDE, CEC, PCC, Coach Supervisor

Larissa has extensive training and experience in working with individuals, groups and teams in facilitating their reflective practice, learning, growth and development. She also has the awareness and ability to recognize and adapt for diverse coaching and learning styles, all key components of a good Super-visor. She keeps current with new developments in the field of Coaching and Coaching Supervision and engages in regular Super-vision herself.

She has a very warm, compassionate and humorous approach to her work, building trust and rapport deeply and quickly. She is also able to be (and create the space for others to be) vulnerable, approaching her engagements as a partnership of equals. Larissa is able to use a large range of models and tools, but she also knows that people and Coaching is more nuanced and complex than any theory or tool, and recognizes that frameworks are just frameworks. She can suggest or put aside methods to enable flexibility of framing and to allow new frames to emerge.



Traci Manalani, MA, PCC, Global Coach Supervisor and Team Coach

Traci offers Super-Vision to coaches in both group and one-to-one formats. Mindfully, she establishes a reflective space that enables co-creation and collaboration for systemic learning. Traci's specialisation with super-vision is with team coaches as she has extensive experience and training as a team coach.

Traci is certified as a Professional Coach (PCC) through ICF having completed two accredited coach certification programs: evidence-based coaching (EBC) through Fielding Graduate University, and organization and relationship systems coaching (ORSC) through CRR Global. Traci's ORSC approach creates more cohesive teams and strengthens understanding that leads to strategic and sustainable solutions at a leveraged scale. Her EBC approach enables her to utilize strategies from a broad range of coaching theories to meet clients where they are in their development. Traci also has completed extensive EMCC training that includes Damian Goldvarg's Coach Supervision programme and the Global Team Coaching Institute's practitioner programme.



Session 14A: Workshop Presenters: Meryl Moritz and Ester Landa – Evolving Leaders using Super-Vision

SESSION DESCRIPTION

Landa and Moritz have been in league since 2019 to potentially disrupt the field of Super-Vision by conducting it with their executive clients. Executive coaches, as well as EMCC accredited Coach Supervisors, they stumbled upon evidence that Russian and US coaching clients wanted a deeper dive into reflection and to connect their way of being, their leadership mindset and their efficacy as leader-manager-coach. Landa and Moritz hypothesized that because leaders in organizations were increasingly *using coaching as part of their management toolkit*, those leaders could also benefit from the deeper perspective and the multi-eye view that supervision affords. They further hypothesized that -- in receiving supervision – executives would develop greater self-awareness and emotional intelligence, benefiting not only their organizational systems but also their family systems. The presenters will share results of their 2-year long experiment – and show a video excerpt of one such session for discussion by the group.

Ester Landa, MCC

Ester is an executive coach, mentor, and supervisor. She helps clients transform through making positive changes. Her clients report that their partnership with her facilitates greater awareness and clarity, builds better self-relationship, and connects them with deep values and unique resources, while achieving desired results.

Ester was the youngest coach in the world to earn the MCC from ICF and the Master EMCC coach at the time of the awards. She is passionate about the coaching profession, investing a lot of her energy and time in promoting and popularizing its value in society. During the pandemic, Ester saw her executive clients struggle through great uncertainty and chose to dedicate her free time to pro bono supervision and coaching for leaders of non-profits. Working with leaders in this way, Ester validated her assumption that executives would benefit from supervision and was rewarded by great results.



Meryl Moritz, MCC

Meryl is a global leadership coach, educator, and coach supervisor with 26 years of experience. Her clients are executives, corporate teams, entrepreneurs, and coaches who say that their partnership with Meryl helps them articulate, live, and lead from their purpose, creating lasting value for themselves, their enterprises, and for society.

Awarded the Circle of Distinction (lifetime achievement) by the ICF in 2019, Meryl earned the MCC from ICF in 2001 and the ESIA from EMCC in 2001. She has supervised scores of coaches and executives since late 2019 in Europe, Japan, Russia, and the US.

During the pandemic, Meryl has been collaborating with disrupters and innovators in the global Purpose Alliance community to mentor enterprises with 10X potential. In August 2020, she received the Purpose Alliance's Exponential Innovator credential, and in September 2021, she will be awarded the Purpose Launchpad Mentor designation to coach/mentor early-stage initiatives to succeed and to have massive impact.



Session 14B

Workshop Presenters: Andrew Shaffer and Jeanne-Elvire Adotevi – Embracing Brokenness as Resilient Leaders: A 7 Step Reflective & Reflexive Process

SESSION DESCRIPTION

In this session, we will invite participants on a reflective and reflexive journey of self-discovery and exploration of how we, as supervisors and supervisees, can embrace disruption in our current times as opportunities to redefine ourselves in our lives and work.

We will introduce a transformative 7-Step Process designed to help us reframe difficult situations, which includes creating new personal narratives that embrace feelings of brokenness as valuable resources for building resiliency, vision, and commitment to move forward, despite multiple complexities and unknowns.

Some key questions that we will address include:

- How can we partner with feelings of brokenness in accessing feelings of hope and resilience?
- How can we use our narrative intelligence to reframe our difficult situations as opportunities for ourselves and our clients?
- Who do we want to be in meeting the disruption and challenges of our times?
- How can we support our clients with our meaning-making process?

Jeanne-Elvire Adotevi, ACE|CPCC-ESQA-EMCC

Certified Executive Coach, Leadership development catalyst, Coach Supervisor, reflexive work practitioner for non-coaches (ESQA-EMCC_ANSE-IIG). Inner MBA, MindfulNYU (Completion expected May 2022). Co-Founder, Board Member and International Vice President of PSF (Professional Supervisors Federation France – 2012 – 2021) Editorial Board Member for the Association for National Organizations for Supervision in Europe Journal for France, Italy and Spain.

Authentic and intuitive for more than 25 years, like a kaleidoscope, Jeanne-Elvire has been following her calling through international and diverse, cross-cultural experience, in the private, public and social-based economic sectors.

A pioneer, with a seeker mindset, Jeanne-Elvire is a challenging coach and supervisor, passionate about supporting CEOs, C-suite executives, individuals of all walks globally in their transformational journey within organizations. Using meaning-making tools within adult development, she helps them grow and better handle today's complex, ambiguous, often conflict-ridden and fear-led world.



Andrew Shaffer, MCC



Executive & Leadership Coach / Mentor / Coach Supervisor. Co-founder of HummingByrd Inc., in Tokyo, Japan, Andrew strives for excellence in helping people discover (and rediscover) JOY in both their work and lives by connecting with their inner wisdom and power to create positive and lasting impact in a rapidly changing world.

Andrew helps CEOs and leaders from diverse cultural and professional backgrounds develop their ability to lead, perform, learn and effectively guide themselves (and their teams) to reach their goals, exceeding both individual and organizational expectations. Additionally, Andrew helps organizations coordinate global change initiatives and assess key talent and top tier candidates for senior leadership roles and facilitate interventions to get struggling teams back on track to higher performance.

“Learn how best to work for the good of humanity, to seek how prejudices may be abolished . . .” ~ Abdu'l-Baha



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