

**SPECIALIST SUPERVISION GROUP FOR COACHES AND SUPERVISORS:  
*PSYCHOLOGICAL SAFETY***

Since Google identified psychological safety as the number one factor for team effectiveness, the approach has been recognised as an enabler for learning and innovation. With organisations needing to adapt to survive, and diversity and inclusion top of the agenda, there is no better time for a tool which focuses attention and intention on where it is needed most - deepening trust and dialogue.



This supervision group will experience psychological safety as a lens for the work – in terms of the group process and exploration of coaching practice. The following dimensions will be held front of mind and embodied:

<b>Inclusion and diversity</b>	<b>Willingness to help</b>
<i>The degree to which you can be yourself and are welcomed for this.</i>	<i>The degree to which people help and appreciate each other.</i>
When team members feel included, they are more inclined to speak up, contribute and add to the group.	Teams become unsafe when people are not able to help to each other or feel appreciated by team members.
<b>Attitude to risk and failure</b>	<b>Open conversation</b>
<i>The degree to which it is permissible to make mistakes.</i>	<i>The degree to which difficult and sensitive topics can be discussed openly.</i>
Teams that hold mistakes against each other risk a lack of control and forward momentum.	A team that has open and candid conversations is able to tackle hard problems better.

Amy C. Edmondson, Harvard Business School

## Practicalities

Maximum 5 supervisees. 4 x 2.5 hour Zoom sessions over the year; dates to be agreed. The fee is £360 for the year, payable on sign up. Do contact me directly if you're interested or wish to explore further.

## About me

I am an independent EMCC Accredited Coach (Senior Practitioner)/Accredited Supervisor and Member of the Association for Coaching. I spent 5 years as Master Coach for Frontline, where I supervised the community of 25 experienced coaches nationwide to hold their own and their coachees' vulnerability within the complex, highly emotionally charged system of social care. With training in ecotherapy, I specialise in Nature as dynamic co-partner within coaching and supervision; this work led me to explore the broader significance of psychological safety in any holding relationship.

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