

SPECIALIST COACHING SUPERVISION GROUP IN 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 group is designed for coaches looking to deepen knowledge in psychological safety and sharpen 'self as instrument' within the context of their individual/team coaching practice.



We will co-create a safe container to explore our relational patterns including leaning in v. resistance, triggers and risk-taking. This process finetunes mutual holding, self- and co-regulation with care.

The following dimensions of the Psychological Safety Index tool will provide the

focus for contracting and recalibration:

Inclusion and diversity	Willingness to help
<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.
Attitude to risk and failure	Open conversation
<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. 5 x 3 hour Zoom sessions over the year, dates to be agreed. Please contact me directly if you're interested in a conversation about this.

Fee: £130 per session; total programme fee to be invoiced in advance (£650).

Testimonials

“Catherine is a highly creative and intuitive Supervisor, adapting her approach to each person’s needs. Her ability to facilitate a psychological safe space has led to a very positive and impactful group supervision dynamic. I have witnessed my peers do powerful work and have felt safe to express my needs and vulnerabilities. On each occasion, I’ve felt heard, nurtured, and challenged.”

“Catherine is an expert at creating a safe and nurturing space for reflection, learning and sharing of expertise. I always enjoy her gentle and incisive questioning and her creative approaches to helping me to unlock what is going on, both on a professional and a personal level and have taken away some profound insights from the sessions, which have undoubtedly improved my practice as a coach.”

“I’ve valued the structured, calm and supportive space and time to reflect; I particularly love the opportunity to centre through mindful practice and the use of nature and natural images. Somehow this offers a lighter way into even the most difficult topics, as you enable us to move between our conversation and the wider natural system to interpret and make sense of our coaching experiences.”

About me

I am an independent EMCC Accredited Coach (Senior Practitioner)/Accredited Supervisor with a diverse supervision practice and certified as Practitioner in the Psychological Safety Index tool with the Fearless Organisation. 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. I am now Supervisor for Sanctus which supports employees with their mental health and wellbeing.

With training in ecotherapy, I specialise in Nature as Dynamic Co-partner within coaching and supervision, delivering masterclasses and authoring; this work led me to explore the broader significance of psychological safety in any holding relationship.

I have a book chapter on Group Supervision with Nature as Dynamic Co-Partner within Jo Birch’s edited book ‘*Group Coaching Supervision. Resourcing Practitioners*’ and am part of the delivery team for the new Advanced Certificate in Group Supervision with Crucial Difference.

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