

INTERNATIONAL 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 and supervisors looking for experiential learning in psychological safety and thereby sharpening 'self as instrument' within the context of their individual/team practice.



Space: This *Psychological Safety Index* tool will guide us to monitor and rebalance the waters we want to swim in together to ensure mutual holding, self- and co-regulation. The intention is that the invitation to bring some safe vulnerability will create an intimate space, enabling deeper contact with self and others in the group.

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

Process: Creative approaches will be offered and encouraged within the safe container. There will be ample opportunity for support and challenge. Attention will be paid to the dynamics in the group playing out in the moment, as well as issues brought by supervisees, through exploring relational patterns including leaning in v. resistance, proximity, triggers and risk-taking. Modalities worked with may include Internal Family Systems; Compassionate-Focused Therapy; Ecotherapy; Transactional Analysis; Transpersonal; Psychological Safety; NLP; Gestalt; Constellations.

Practicalities: 3-5 supervisees. 5 x 2.5 hour Zoom sessions 6-8 weeks apart; dates to be agreed with participants, commencing February 2024. Fee: £750 for the programme of sessions, to be invoiced in advance.

Please contact me for an initial conversation if you're interested.

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, thank you for providing such valuable support. It has helped me stay grounded through tough times and has allowed me valuable time to regenerate and refocus.”

“Catherine is an expert at creating a safe and nurturing space for reflection, learning and sharing of expertise. Her creative approaches help me to unlock what is going on and I have taken away profound insights which have undoubtedly improved my practice as a coach.”

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 coaching community within the complex, highly emotionally charged system of social care. I am now Supervisor for Sanctus, supporting coaches, individually and in groups with mental health and leadership coaching.

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 on the faculty of the Advanced Certificate in Group Supervision with Crucial Difference. I am currently studying the Foundation course in Group Analysis through the Institute of Group Analysis.

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