



AC ACCREDITATION

COACH MENTORING/SUPERVISION - KEY REQUIREMENTS

1. What is Coach Mentoring/Supervision?

The AC is committed to sustaining and advancing good practice. Coach Mentoring/Supervision is a formal and protected time for facilitating in depth reflection for coaches to discuss their work with someone who is experienced in coaching. Mentoring/Supervision offers a confidential framework within a collaborative working relationship in which the practice, tasks, process and challenges of the coaching work can be explored. The primary aim of mentoring and supervision is to enable the coach to gain in ethical competency, confidence and creativity so as to ensure best possible service to the coaching client (individuals, organisations, professional associations). It is important that mentoring/supervision is not perceived as, or in actuality is, a 'policing' role, but rather as a trusting and, wherever possible, co-colleague professional relationship.

2. Why Coach Mentoring/Supervision is essential for the practising coach

Competent practice with regular monitoring and reviewing of one's work is essential to maintain and sustain good practice. Therefore mentoring/supervision is an opportunity to recognise the 'human element' and subsequent demands of the coaching work on the coach, to ensure we monitor and uphold non exploitative relationships with clients and to recognise our limits and work within them. It is a place to expand our emotional intelligence, gain support, relate practice to theory, develop new learning, and evolve coaching practice (continuing professional development). Overall, coach mentoring/supervision is essential both to develop the coach's professional skills and to maintain excellent standards of coaching in the industry.

3. The Benefits of Coach Mentoring/Supervision

The primary concern of the coach mentor/supervisor is to ensure that the coach is addressing the needs of the client as well as monitoring the relationship between the coach and client to maximise its effectiveness. In addition, coach mentoring/supervision is a way of ensuring that ethical standards are adhered to throughout the coaching process. The key benefits are summarised as follows:

Accountability and Protection

- ensuring the best interests of the client are being upheld
- for the organisation purchasing services
- for the coach

Development

- opportunity to monitor client work and develop existing/new skills in a supportive environment
- responding constructively to feedback helps to advance practice
- opportunity for coach's personal development

Ethical Standards

- to ensure that the coaching work is applied ethically and effectively
- recognise ethical diversity by considering values, principles and personal qualities

4. AC Accreditation Requirements for Coach Mentoring/Supervision



The AC code of ethics requires that coaches have 'regular consultative support for their work' and has defined minimum requirements for applicants' coach mentor/supervisor arrangements which are one hour of mentoring/supervision for every fifteen coaching sessions, with a minimum of one hour per month. In addition to meeting with their personal coach mentor/supervisor, applicants are required to attend at least one of the free monthly conference calls hosted by AC Coach Mentor/Supervisors, which take place at 8am on the third Monday of every month except in December and August. Details of the call are posted on the AC Forum.

5. Choosing a Coach Mentor/Supervisor

The AC accepts peer coach mentoring/supervision and our current definition for a coach mentor/supervisor is a 'qualified coach'. This means a professional coach with formal coaching accreditation from a professional coaching body or coach training school. Regarding the quality of the coach mentor/supervisor, at this stage we would expect coaches to choose a qualified coach whose mentor coach/supervisor skills are offering them value. At a later stage when the AC is in a position to accredit coach training schools and has a course recognition framework in place, we shall review and amend our criteria for mentor coach/supervisors as appropriate.

6. Finding a suitable Coach Mentor/Supervisor

The Association for Coaching (AC) plans to train a number of AC Coach Mentor/Supervisors. Most professional bodies such as AC, International Coach Federation (ICF) and European Mentoring and Coaching Council (EMCC) are usually able to offer some assistance and may have a list of coach mentors/supervisors. Each of these bodies has either a code of ethics and practice or good practice guidelines promoting coach mentoring/supervision in one form or another.

7. Forms of Coach Mentoring/Supervision

- One to one: coach mentor/supervisor - coach
- One-to-one – peer coach mentoring supervision
- Group coach mentoring/supervision
- Peer group coach mentoring supervision
- Telephone coach mentoring supervision
- E-mail/postal coach mentoring/supervision

8. Agreeing How to Work Together

Just as coaching works to an agreed contract between the coach and the client, the same applies to good mentoring/supervision, so that expectations of all parties are made explicit. These might include agreeing frequency and duration of meetings, telephone discussions or email exchanges, understanding which particular ethical framework people are working to, the precise confidentiality stance and under what circumstances it may be reviewed, how notes or electronic data are stored, the charges and billing arrangements and the position on cancellations or postponement.