

## EMCC GUIDELINES FOR SUPERVISION

## INTRODUCTION

This document summarises the position taken by the European Mentoring and Coaching Council (EMCC) regarding some of the key questions that are frequently raised on the subject of supervision for coaches and mentors. The following topics are covered:

1. What is supervision?
2. How much supervision do I need?
3. How do I choose a supervisor?
4. How do I train as a supervisor?
5. How do I become an accredited supervisor?

### 1. What is supervision

Supervision is the interaction that occurs when a mentor or coach brings their coaching or mentoring work experiences to a supervisor in order to be supported and to engage in reflective dialogue and collaborative learning for the development and benefit of the mentor or coach, their clients and their organisations.

The functions of supervision include:

- Developing the competence and capability of the coach / mentor.
- Providing a supportive space for the coach / mentor to process the experiences they have had when working with clients.
- Encouraging professional practice related to quality, standards and ethics.

**The EMCC Supervision Competence Framework contains 6 main competences.**

#### 1. Manages the Supervision Contract and Process

Establishes and maintains a working contract with the supervisee and manages the supervision process effectively.

#### 2. Facilitates Development

Enables the supervisee to improve the standard of their practice through a process of facilitated reflection.

#### 3. Promotes Professional Standards

Supports industry standards, compliance with an ethical code and commitment to continuing professional development.

#### 4. Provides Support

Offers an appropriate level of support, ensuring the supervisee prioritises their own wellbeing.

#### 5. Relationship Awareness

Understands and works with the multiple layers of relationship that exist in the supervision process.

*And where appropriate:*

#### 6. Working with Groups

Skilfully handles supervisees and group dynamics, enabling all present to benefit from supervision.

The full EMCC Supervision Competence Framework is available on the EMCC Website and can be downloaded [here](#).

## 2. How much supervision do I need?

EMCC believes that coaches/mentors should undertake no less than 1 hour of supervision per 35 hours of practice, ensuring a minimum of 4 hours per year, evenly distributed if possible. In addition, it is important to recognise that supervision is a form of reflective practice. The quality of the reflection that takes place within the supervision process is critical. Coaches and mentors are encouraged to think about the type, duration and frequency of supervision that they need in order to be supported in their professional practice.

## 3. How do I choose a supervisor?

We recommend that you apply the following criteria in selecting a supervisor:

- They have experience as a coach/mentor
- They have experience of being supervised and are themselves currently supervised
- They have had training in supervision and are qualified as a supervisor
- They can explain a theoretical framework for their own coaching / mentoring practice
- They can explain a theoretical framework relating to supervision
- They show commitment to continuing professional development for themselves and their supervisees
- They agree to abide by the [Global Code of Ethics for Coaches and Mentors](#).

EMCC also acknowledges that coach/mentor supervision is an evolving discipline and that in some countries it may be difficult for our membership to find a supervisor who fulfils all the criteria recommended here. In the absence of a supervisor who has undergone rigorous training and accreditation, then EMCC recommends that you look for someone with long-term, extensive and relevant experience.

EMCC accredited supervisors are listed [here](#).

## 4. How do I train as a supervisor?

EMCC accredits both individual supervisors and also, separately, supervision training courses. [The EMCC European Supervision Quality Award \(ESQA\)](#) is the accreditation for training courses. Coaches and mentors interested in pursuing a supervisory career are referred to the [ESQA providers](#) to find out more about these programmes.

There are other providers who offer training in supervision skills that are equivalent to ESQA programmes. This includes any course that is registered with the European Qualifications Framework (EQF) at level 5 and above.

## 5. How do I become an accredited supervisor?

It is important to note that attending an ESQA accredited training programme does not result in the individual being accredited as a supervisor with EMCC. Individual supervisor accreditation with EMCC is a separate application: please follow this link to find out more about the [European Supervision Individual Award](#).

In addition to EMCC, there are other professional bodies who offer equivalent levels of accreditation for individual supervisors. You are advised to explore all options and choose the accreditation provider that suits your personal and professional needs.