

INTERNATIONAL SUPERVISION GROUP IN PSYCHOLOGICAL SAFETY

Psychological safety is now widely valued as a contributory factor for individual, team and organisational effectiveness, and nurturing innovative practices. As practitioners, we need to be skilled in creating safety for others to enable a genuine open dialogue and a deepening of trust. This group is designed for coaches and supervisors looking for experiential learning in their own psychological safety and thereby sharpening 'self as instrument' within the context of their individual/team practice.



Process:

Over the 5 sessions, we will begin by co-crafting some solid foundations and then, one at a time, visit Timothy Clark's 4 stages* as the structure for our shared deepening process:

***Inclusion safety*

***Learner safety*

***Contributor safety*

***Challenger safety.*

Creative approaches will be offered and encouraged to intentionally strengthen the safety of the container, thereby deepening contact with self and others. 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; NLP; Gestalt; Constellations.

As well as inquiring into coaching/supervision practice specifically, the management of boundaries between self and other will be figural as a vehicle for deepening intimacy and strengthening self-reflexivity. There will be time for a debrief of the group process at the end of each session.

Practicalities:

3-4 supervisees. 5 x 2.5 hour Zoom sessions 6-8 weeks apart; dates to be agreed with participants, commencing Autumn 2024. Fee: £750 for the programme of sessions, to be invoiced in advance.

Please contact me for a conversation.

**'The 4 Stages of Psychological Safety'. Clark, T.R. Berrett-Koehler, 2020.*

Testimonials:

"I have participated in a number of supervision groups over the years and was highly attracted to the prospect of integrating Tim Clark's stages of psychological safety into the supervision experience. I discovered that having

such a robust framework added a structured approach and a valuable lens as we considered the application to our own group dynamics, as well as any client topic or learning edge each group member brought to explore. Catherine is masterful at holding the space, walking with us and sharing her own perspectives. I highly recommend both her and this theme."

"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 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 and a Fellow of the Association for Coaching. I have a diverse supervision practice and am a certified Practitioner in the Psychological Safety Index tool. After 5 years as Master Coach and Supervisor for Frontline, 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. This approach 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 have completed the Foundation year in Group Analysis through the Institute of Group Analysis.

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