

## THE IN-GROUP

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 genuine open dialogue, a deepening of trust and an appetite for measured risk-taking.

This CPD opportunity is designed for experienced coaches, supervisors, OD consultants and facilitators looking for experiential learning in their personal psychological safety process, through the vehicle of group, and thereby sharpening 'self as instrument' within the context of their professional practice.



## **Process:**

Over 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 invitations will be sent out in advance of each session, aligning with the corresponding stage and group members will then bring their contributions. The safety of the container, and of individual members, will remain figural, 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 through exploring relational patterns including leaning in v. resistance, proximity, triggers and risk-taking. The principles of Gestalt and Group Analysis will provide some scaffolding; other modalities may also be drawn on including Internal Family Systems; Compassionate-Focused Therapy; Ecotherapy; Transactional Analysis; Transpersonal; NLP; Psychodynamic Therapy.

Some space will be allocated each time for supervision/shadow consultancy issues (but this is more than a pure supervision group). The deepening intra- and inter-relationship processes in the group will provide the holding container for shared exploration and their significance to the issue will be considered.

There will be a sense of gentle care and compassion in how the overall process is facilitated, whilst cultivating an acuity to notice and a deepening intimacy. Time will be ringfenced at the end of each session to debrief.

## **Practicalities:**

Maximum 5 group members. 5 x 2 hour Zoom sessions 6-8 weeks apart; dates to be mutually agreed, commencing January 2025. Times to accommodate international participation (UK – pm). Fee: £850 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.

## **Outcomes:**

- Greater awareness of self (and parts of self) in relation to others in the here and now, including boundary management.
- More insight into personal patterns of safety thresholds, relating and capacity for self-regulation.
- Greater self-reflexivity in working with groups through building knowledge of group principles, personal acuity and awareness of what belongs to self and other.
- Deeper professional understanding of the complexity of psychological safety, through personal experience and witnessing the unique experiences of others.
- Professional psychological safety tools to apply with own group/team assignments.

## **Closed group alternative option:**

I am also happy to discuss the possibility of delivering this model to a closed group within HR/OD teams.

## **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 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. My client work is offered in English and German.

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