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COURSE BROCHURE

Coaching Supervision for Internal Coaches Training Course

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Registered in the United Kingdom and Saudi Arabia

Coaching Supervision for Internal Coaches Training Course

Coaching Supervision for Internal Coaches is a 1-week training course for internal coaches, coaching leads and HR business partners, and it produces an Internal Coaching Supervision Charter covering contracting, recorded-session review, ethical escalation and peer supervision groups. Organisations now rely on staff coaches whose quality nobody checks once the initial coach training ends. The course is delivered by Jupiter Prime Training.

Why Coaching Supervision for Internal Coaches Matters Now

Three forces shape this subject. Internal coaching pools have grown as organisations bring coaching in-house, so one coaching lead may oversee dozens of part-time coaches. Coachees and sponsors increasingly ask how confidentiality and quality are protected when the coach is also a colleague. Internal coaches face dual-role tensions that external coaches rarely meet, from line relationships to sponsor pressure for disclosure. Without supervision, drift and quiet ethical breaches go unseen. The course draws on the International Coaching Federation ICF Core Competencies and the European Mentoring and Coaching Council EMCC Competence Framework.

Who Gains Most from Coaching Supervision for Internal Coaches

- Internal coaches who hold regular sessions alongside another organisational role
- Coaching leads who match coaches with coachees and answer for the quality of the coaching pool
- HR business partners who commission coaching and negotiate three-way agreements with sponsors
- Talent and leadership development specialists who design coaching offers for managers
- Experienced internal coaches preparing to supervise peers

A coaching pool whose members already meet occasionally gains most when several of them attend and form a supervision group together.

Coaching Supervision for Internal Coaches Capabilities

The outcomes centre on how a coach steps back from sessions, examines them honestly and keeps practice safe.

- Design three-way contracts that settle confidentiality, reporting and boundaries with sponsors — coachee trust
- Apply a structured model to review recorded or transcribed sessions — coach development priorities
- Weigh ethical dilemmas such as dual roles and sponsor disclosure requests — escalation decisions
- Build reflective practice routines that turn sessions into learning — personal development records
- Specify a peer supervision group format with roles and ground rules — coaching pool cohesion
- Assess coaching quality through agreed indicators and feedback — reports to the coaching lead

Key Coaching Supervision for Internal Coaches Terms

- Coaching supervision — a regular, confidential space where a coach reflects on client work with a supervisor to protect quality and wellbeing.
- Three-way contract — an agreement between coach, coachee and sponsor setting goals, confidentiality limits and what may be reported.
- Reflective practice — the habit of examining one's own sessions, choices and reactions to improve future coaching.
- Parallel process — a pattern in which dynamics from a coaching session reappear in the supervision conversation about it.
- Dual-role tension — the conflict an internal coach feels when coaching someone linked to their other organisational role.
- Multi-perspective review — a supervision method that examines one coaching relationship from several angles, including client, coach, relationship and wider system.

Coaching Supervision for Internal Coaches Day by Day

Day 1: The Purpose of Supervision Inside Organisations

- Functions of Supervision — Balancing Development, Resourcing and Quality Oversight
- Internal Versus External Coach Context — Where Dual Roles Create Risk
- ICF Core Competencies as a Reflection Lens — Spotting Practice Drift
- EMCC Competence Framework Levels — Placing Coaches on a Development Path
- Supervision Needs Audit — Which Coaches Need What Support

Day 2: Contracting and Boundaries

- Three-Way Contract Design — Settling Confidentiality and Reporting With Sponsors
- Supervision Contract Elements — Frequency, Records and Limits of Disclosure
- Boundary Mapping — Coaching, Mentoring, Counselling and Line Management
- Referral Criteria — When a Coachee Needs a Different Professional
- Recontracting Conversations — Responding When Goals or Sponsors Change

Day 3: Reviewing Recorded Sessions

- Consent and Recording Protocols — Protecting Coachees When Sessions Are Captured
- Multi-Perspective Review Walk-Through — Examining One Session From Many Angles
- Transcript Coding Methods — Tracking Questions, Silence and Directive Moves
- Parallel Process Recognition — Reading Session Dynamics in Supervision
- Reflective Journal Formats — Turning Observations Into Development Goals

Day 4: Ethics, Peer Groups and Quality Assurance

- Ethical Dilemma Decision Frame — Dual Roles, Disclosure Pressure and Conflicts
- Escalation Pathways — Who Hears a Concern and How Quickly
- Peer Supervision Group Formats — Roles, Rotation and Ground Rules
- Coaching Quality Indicators — Feedback, Goal Attainment and Session Audits
- Coach Pool Records — What the Coaching Lead Keeps and Shares

Day 5: Practising the Internal Coaching Supervision Charter

- Live Supervision Triads — Applying Multi-Perspective Review to Real Cases
- Ethical Case Clinic — Applying the Decision Frame to Disclosure Requests
- Three-Way Contract Rehearsal — Applying Boundary and Recontracting Skills
- Peer Group Launch Plan — Membership, Cadence and First Agenda
- Internal Coaching Supervision Charter — Contracting, Review, Ethics and Quality Rules

Applying Coaching Supervision for Internal Coaches After the Course

- Review one recorded or transcribed session with a peer using multi-perspective review and log two development goals.
- Convene the first peer supervision group meeting and agree its ground rules, rotation and escalation route.

Coaching Supervision for Internal Coaches Questions FAQ

What is coaching supervision for internal coaches and why does it matter now?

It is structured reflection on coaching practice for staff who coach inside their own organisation. It matters now because in-house coaching pools are growing while their quality, ethics and confidentiality often go unchecked.

Which roles gain most from coaching supervision for internal coaches?

Internal coaches and coaching leads gain most. HR business partners who commission coaching and agree contracts with sponsors also benefit.

How does coaching supervision for internal coaches differ from a foundation coaching skills course?

It assumes participants already coach. Foundation courses teach conversation models; this course examines real sessions, contracts and ethical cases to keep established practice safe and improving.

What do you bring back from coaching supervision for internal coaches?

You bring back a supervision charter for your coaching pool. It sets contracting rules, session review routines, escalation routes and peer group arrangements.

Coaching Supervision for Internal Coaches: The Way Forward

The Internal Coaching Supervision Charter first informs how the coaching lead organises supervision for the pool in the coming quarter. Coaches, coaching leads and HR business partners use it to agree what is reviewed, recorded and escalated. After its first cycle, revisit whether peer groups surface real dilemmas or have drifted into routine case updates.