

Certificate in SUPERVISION for COACHING & CONSULTANCY 2020

A non-residential training programme in 3 modules

25 – 26 June

24 – 25 Sept

26 – 27 Nov

For coaches and consultants operating in an organisational world where thinking is in retreat, overtaken by packaged solutions and pathological 'busyness', the role of supervisor is crucial, providing a space for reflection and a 'meta' perspective on the whole system of supervisor / client / client organisation and the dynamics between each element. For the coach or consultant the supervisor is also a fixed point, a constant, providing support and stability in a complex environment.

The creative interaction between supervisor and client is stimulated and enriched by ideas, models and theories and the intuitive reaction of both parties to these and the new optics they provide. Blocks to understanding and to sympathy with the client system are unlocked and new attitudes and paths revealed.

This programme aims to develop supervisors who can provide coaches and consultants with:

- a fresh perspective on their practice;
- new models, techniques, and theories;
- insight into the psychodynamics of the relationship between the practitioner and the client – and their client - which may be inhibiting the effectiveness of the intervention;
- a non-judgemental approach and the emotional containment necessary for difficult issues to be explored.

The programme, which emerges not only from psychodynamic and systems theory but also from the newer perspectives of complexity theory, postmodernism and management studies, provides a rich experience for those seeking to develop into supervisors who will genuinely add value and insight to their clients, enabling them in turn to be more effective, resilient and imaginative organisational development coaches and consultants.

It is suited to coaches and OD (or similar) consultants with at least 5 years' experience; and to supervisors who wish to deepen their understanding of their practice, develop new approaches and getting an internationally recognised certificate in this aspect of their professional identity.

Outline of the Programme

The programme is non-residential over 3 x 2-day modules (Thursdays and Fridays). Each module combines elements of theory, experiential learning and supervisory practice.

Each module will draw from the following content range:

Module 1: 25 – 26 June

The Supervisory Space:

- The supervisory framework
- The Third position
- Psychodynamic perspectives, theories and models
- Practicum

Module 2: 24 – 25 Sept

Supervision in Context:

- Challenging dynamics
- Deconstructing organisations
- Shame in supervision
- Practicum

Module 3: 26 – 27 Nov

Making Sense of Supervision:

- The Ethics of Supervision
- The Drama of Ending
- Supervising groups
- Practicum

Validation Process

In order to qualify for the Tavistock Institute's Certificate in **Supervision for Coaching & Consultancy**, participants will be expected to have attended all modules and provide a comprehensive analysis of one or two supervisee/s against a framework to be provided on the programme.

Directors

The programme is directed by **Eliat Aram** PhD, CPsychol, CSci, CEO, The Tavistock Institute of Human Relations and **James Mackay** PhD, CPsychol, Professional Partner, The Tavistock Institute of Human Relations and Principal, Cathexis Development Ltd, as part of the Institute's portfolio of professional development opportunities.

Both are highly experienced consultants, coaches, supervisors and educators who work with a diverse range of client systems. James also founded and co-directs the Institute's Certificate in **Coaching for Leadership and Professional Development**.

Between modules and after the programme

Basecamp is our virtual hub where each programme cohort has their own private space for nurturing deeper connections between modules.

Successful participants from the programme will be eligible to join the Tavistock Community of international alumni and TIHR practitioners, a peer-based network providing continuing support and professional development opportunities. The Tavistock Community is a place for alumni to connect with others, to further the learning, exchange ideas, to develop practice and work together, all underpinned by Tavistock methodologies.

“I really enjoyed the programme and experienced deep learning. I’m proud to have qualified and am now looking to launch my supervision practice”

Director,
CMdeltaConsulting - UK

Fee and Venue

The fee for all 3 modules is **£5,670** per applicant.

Early Bird discount of £250 for applications received by Sunday, 1 March = **£5,420**.

All fees include VAT. Please send a deposit of £567 with your application. Before applying you can have a conversation with one of the Directors: please see below.



The venue is the Tavistock Institute at 30 Tabernacle Street, London EC2A 4UE – central London, nearest tube, Old Street.

The programme is non-residential and participants are responsible for their accommodation / meals during each module.

Further Enquiries and Applications

If you have any questions or would like a conversation about the programme, please contact Anabel Navarro: a.navarro@tavinstitute.org or on +44 (0)20 7417 0407. To join the next cohort, please make your application [here](#).

Applications are invited from August 2019 and the closing date for applications with deposit is Friday, 1 May 2020 or earlier if the programme is oversubscribed.

Cathexis Development Ltd offers a comprehensive approach to leadership - assessment, coaching, group effectiveness – that helps clients to identify, evaluate and develop talented and motivated individuals, and shape teams that focus on and deliver key objectives.

About The Tavistock Institute of Human Relations

This learning programme is deeply embedded in the Institute's professional activities. It is informed by the skills, knowledge and experience of our staff, partners and associates who together have worked in professional development & consultancy / research & evaluation over the past 70+ years. Your learning matrix: to support your developing career and your changing organisational needs, we encourage further study by offering a £500 discount to Supervision alumni on the Leicester conference and our other programmes:

Our flagship, annual Group Relations **Leicester conference: Authority Role Organisation** offers a deep immersion where you explore themes relating to leadership and the dynamics of teams and organisations through direct experiential learning: 14 days residential from 1-14 August 2020.

Other modular certificates further complement this Supervision programme:

- **P3C: Practitioner Certificate in Consulting & Change**
- **Certificate in Dynamics @ Board Level**
- **Certificate in Coaching for Leadership: Psychodynamic Approaches**
- **Organisational Consultancy: Working with the Dynamics**

We enable leaders and senior executives to work creatively in complex and changing environments through **Executive Coaching** for individuals. To help organisations clarify and achieve their aims, we also offer bespoke **OD - Organisational Change & Development** programmes designed specifically to meet the requirements of the organisational client, and help clients improve overall organisational performance through **Organisational Design** and **Culture Change**. We further add value through **Board Evaluation Services** to improve Board performance and corporate governance.



Human Relations, our international peer-reviewed journal, covers research on social relationships in work-related settings. It seeks the integration of social science disciplines to clarify human problems and dilemmas and apply resolutions through social action. We also host **Evaluation** – the International Journal of Theory, Research and Practice, published in association with Sage Publications. Free access to these journals is available during the programme.

tavinstitute.org

