



# *RISE*

*Group Supervision*  
for Experienced Coaches

with Beatrice Zornek

# THE LOW-DOWN:

Duration: 6 months

Group Size - 4-5 coaches

Frequency: 1 per month (6 sessions in total)

Session duration: 2 hours

## Session structure:

- Discuss client cases and receive support with interventions, challenges, learning
- (Optional) each coach will have the option to deliver a live 20 minute coaching session with feedback on strengths, competencies, areas of development

Investment: £600 (or two £300 instalments)

Start: 28th February (last Monday of the month)

Requirements: qualified coaches with a minimum of 100 hours' experience

About your supervisor Beatrice: ACC ICF, certified coach supervisor, faculty and group supervisor at Animas Centre for Coaching

Areas of expertise: jungian psychology, transactional analysis, Internal Family Systems, HSP (Highly Sensitive Person)

*Beatrice Zornet*



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## DETAILS AND FAQ

TO HELP YOU DECIDE  
IF THIS IS RIGHT FOR YOU

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## WHO IS THIS GROUP FOR?

Coaches who are actively coaching and have qualified with an ICF accredited school. In terms of experience you will have a minimum of 100 coaching sessions.

## WHAT IS SUPERVISION?

Supervision is a reflective space for you as a coach, to work on your coaching craft with the aim to become better, more confident and more effective in your coaching practice.

## WHY HAVE SUPERVISION?

In counselling and therapy, if you're associated with a regulatory body, you are required to take supervision. In coaching, even if you're associated with a body such as ICF or AC, supervision isn't a requirement. So then, why bother and invest into something that's not even a requirement?

Coaching isn't a regulated industry either. Anyone can call themselves a coach (and many do!). However, as a coach who has trained with a reputable, accredited school, you know the difference between "coaching" and real, ethical and powerful coaching. In the same way, supervision isn't a requirement, but being in supervision is what differentiates a coach who works in their comfort zone, from a coach who is committed to their growth - and their clients'!



The simple fact you've graduated from a good school will guarantee that you meet a high coaching standard. However, in a world of thousands of coaches, it's your commitment to your own development that will ensure you achieve coaching mastery - in a way that honours your true style and strengths.

## WHAT CAN YOU BRING TO SUPERVISION?

Supervision has 3 functions: restorative, formative and normative.

### 1. Restorative

- receive support with challenging situations
- ensure you're not left with emotions or difficulties after challenging sessions
- clear your mind and come back to yourself even when working with clients at a deep level

### 2. Formative


After a while of coaching, without having someone witness our coaching or helping you uncover our blind spots, we can become comfortable in our approach. On one hand this develops confidence

- on the other hand, it doesn't necessarily help us grow.
- explore your interventions, especially where you feel they don't land as you want them
- develop your coaching skills, learn new frameworks, explore different approaches and effective coaching questions
- have an effective session structure that maximises growth for the client

### 3. Normative

The normative function of supervision isn't designed to impose how you should coach - but to help you "do right by your clients."

- explore effective contracting, confidentiality and boundaries (formal and psychological) to ensure both coach and client are comfortable and safe in the space
- when and how to refer clients to a different service (e.g. therapy) and how to navigate this effectively and empathetically as a coach
- support to navigate ethical dilemmas (e.g. a potential conflict of interest), safeguarding, quality assurance of your coaching



*"Know all the theories,  
master all the techniques,  
but as you touch a human soul,  
be just another human soul."*

C. G. JUNG



## HOW WILL SUPERVISION HELP YOU?

Learn new skills that are either necessary or in line with your own interests. It can help you **simplify** and trim down unnecessary complexity in your interventions so you can focus on what really matters. It will help you identify your natural **strengths** and start to answer the question “Who am I as a coach?”. It can support you to become a better coach which often means finding a balance between **support vs challenge** (without compromising on your natural style).

## GROUP OR INDIVIDUAL SUPERVISION?

Both group and individual supervision achieve similar results. In one way, it doesn't matter which one you choose - each will benefit you. But here are some guidelines to help you decide which one might support you most:

- Group supervision is an interactive, group container where you can experience belonging and being part of a group with a shared goal and vision
- Unlike 1:1 work, group supervision enables you to receive powerful mirroring from a group, rather than just one person
- If you have a very busy practice and you need frequent supervision where you can delve in a lot of depth, working with a supervisor 1:1 might be more useful

*“I have found it challenging to find a coach supervisor who ‘gets me’ and understands the subtleties of the coaching space. Bea tunes into her own intuitive understandings which are often insightful, gently challenging and heartfelt.”*

- Emily Walker (Johnston)

Trainer, supervisor, ICF PCC mentor coach



## ABOUT YOUR SUPERVISOR:

Hi, I'm Beatrice and I will be your supervisor.

I am a Highly Sensitive Person (HSP) and an ENFJ (Myers-Briggs) so it won't come as a surprise that I tend to work with other HSPs and intuitive feelers.

After I became a coach, I noticed that there isn't much ongoing support tailored for people like me. This is why, when I became a certified supervisor, I took the unbeaten path to develop supervision that works for HSPs. You don't need to be an HSP to join this group, but you will benefit if you are HSP or work with clients who are HSP.

In my work with coaches who are naturally drawn to my style, I've noticed we tend to share some immense strengths, but also some common areas of growth.

For example, I work with coaches who are *very intuitive* - yet often shy away from using it to its full strength out of fear of "leading" the client - or, on the contrary, they might feel very attached to their intuitions and offer something that the client isn't ready for. We might also struggle with issues such as boundaries or effective communication with our clients. How do we set formal and psychological boundaries in a way that's not confrontational or jarring?

These might seem like frivolous questions, but I know from experience that these can be some of the most soul-wrenching questions to ruminate on at 2am in the morning. **Supervision is the space to recalibrate.** This space is guaranteed to help you **anchor yourself in your strengths** (without interferences from your own "stuff"), but also to help you **identify blind spots** that can impact your work as a coach or the results your client is getting.



## AREAS OF EXPERTISE:

### Jungian Psychology

Below are some topics or approaches you can learn about in this group with me:

- How to work with defence mechanisms (e.g. projection, intellectualisation, repression, suppression)
- Shadow work - what is shadow, how it shows up in coaching, what is the shadow side of the coaching profession
- The Psyche - ego, persona, shadow, Self - how to identify whether your client is setting goals from the ego or from the Self
- Supporting clients with navigating inner conflicts, being at a crossroad, dealing with intense contradictory emotions

I am also in ongoing therapy with a jungian analyst which is helping me apply these concepts experientially.

### Transactional Analysis

TA offers very simple shared language to help us navigate intricate intrapsychic processes. It's also a very effective tool to navigate dynamics that might take place under the surface between you and your clients.

- Explore dynamics between coach and client that might take place under the surface; parallel transactions (for example we agree that in coaching I don't give you advice, but then I can't help but feel that the client wants me to tell them what to do)
- Help clients navigate dynamics within. For example, the inner critic can manifest as imposter syndrome, perfectionism, overthinking, people-pleasing. How can we use TA to help our clients navigate these common - and painful - experiences?

### Internal Family Systems

IFS is a method that can help clients to navigate their internal landscape and identify various parts or inner stakeholders that influence their feelings, work, satisfaction and energy levels.

## OFFICIAL BIO:

- Psychology degree (B.Sc) 2.1
- Diploma in Transformational Coaching - Animas
- ICF ACC credentialed and ICF member
- Certified Coach Supervisor - ICCS
- Faculty member at Animas - group supervisor and qualification assessor
- Faculty member at ICCS - reflective facilitator for supervisors in training
- Listened to and assessed over 150 coaching sessions (live or recorded)
- Facilitated over 50 group supervision and other group spaces



**animas**  
accredited coach



## Interested?

1. Email [contact@beatricezornek.com](mailto:contact@beatricezornek.com)
2. Have a 15 min chemistry chat with me
3. Join us on your journey to become the best coach you can be