

Our Developmental Journey as Coach Supervision Practitioners

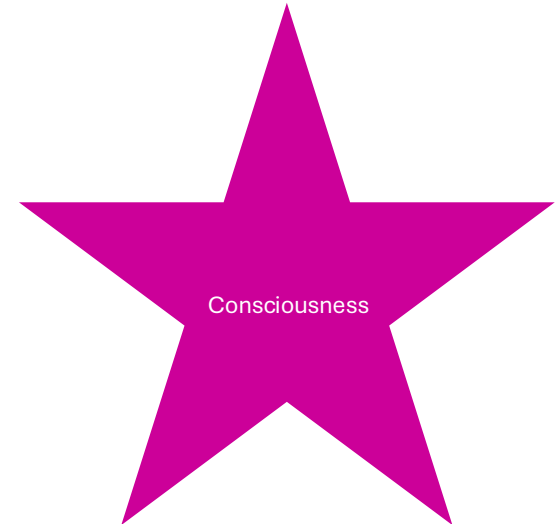
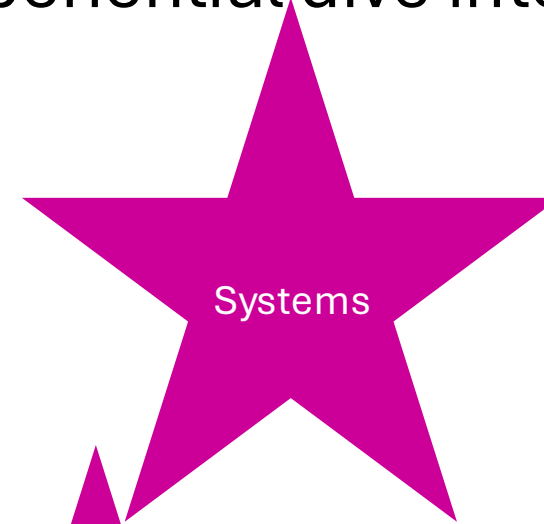
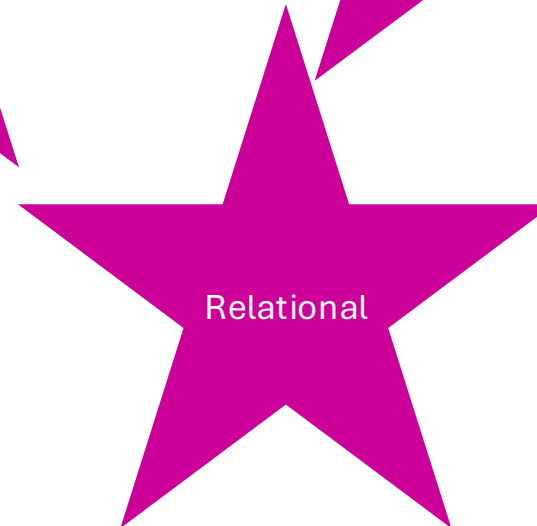
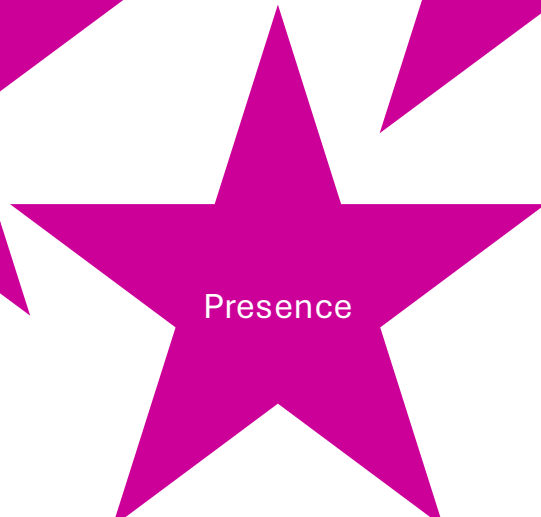
Ursula Clidière & Martine George
September 2025



12 UC

Our Intention Today ...

- Deepen CSA principles through an experiential dive into developmental research



Our Intention Today ...

- Laser focus on one specifically....
- Deepen CSA principles through an experiential dive into developmental research



Rearview Mirror!

- When in your supervision journey did you feel stretched beyond your known capabilities - in both exciting and unsettling ways?



Why this Research?

- As CSA graduates ourselves, we noticed stretches that went beyond competences into identity shifts
- Our curiosity: What enables these transformations?
- Study: Lived experience of CSA graduates' developmental journey (Clidière & George, 2025)

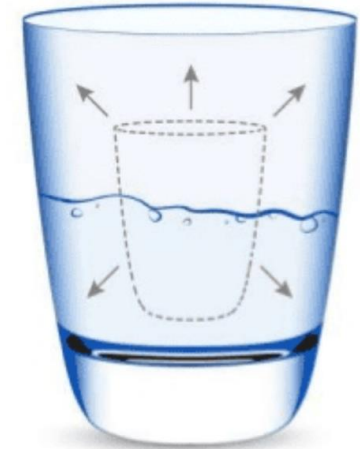


Horizontal and Vertical Development

- Horizontal growth (learning) = competences, methods, tools
- Vertical growth (development) = shifts in identity, worldview, and meaning-making
- CSA training cultivates both - today we focus on vertical development



WHAT Horizontal Development
=
Filling one's cup of knowledge



HOW Vertical Development
=
Expanding the size of one's cup

Research Approach

- Interpretative Phenomenological Analysis (IPA)
- 5 CSA/OB-trained supervisors, 12–18 months post-training
- In-depth interviews exploring meaning-making and identity transformation





Meta Themes

- Personal Growth & Awareness
- Interpersonal Dynamics, Presence & Embodiment
- Adaptability in Navigating Ambiguity

Participant voices:

- *“Reflecting on my emotions helped me understand them better.”*
- *“I coach my clients with my body and my presence. More silence.”*
- *“I accept now more easily uncertainty ... I’m very at ease with it now.”*



Meta Themes and Sub Themes

Table 1. Table of meta themes and sub themes.

Meta Themes	Sub-Themes
Personal Growth, Awareness	• Engage in and deepening of Reflective Capacity • Developing Self-awareness • Emotional Regulation
Interpersonal Dynamics, presence and embodiment	• Interpersonal Dynamics (boundaries and will in Relationships) • Developing Presence and Embodiment (incl. sensitivity to others)
Adaptability, dealing with Ambiguity	• Dealing with Uncertainty & Ambiguity • Adaptability



7 Sub - Themes

- **Reflective capacity** – *“Writing things down ... helps me gain clarity.”*
- **Self-awareness** – *“I was gentle towards myself ... I let the time pass.”*
- **Emotional regulation** – *“Frustration has changed ... I’m more curious about it.”*
- **Relational attunement** – *“More sensitive to what might be behind people’s actions.”*
- **Embodied presence** – *“I feel more like a colleague, being with them.”*
- **Comfort with uncertainty** – *“I felt vulnerable ... without fighting it.”*
- **Flexibility** – *“[Training] pushed me into the panic zone, expanding my comfort zone.”*



Practice Points

Implications for CSA-trained supervisors:

- Training is a catalyst for vertical development
- Safe, supportive CSA containers enable identity transformation
- Embedding reflective practice, embodiment, and psychological mindedness deepens growth
- We are invited to design similarly developmental spaces for those we supervise

So.... What?

Let's explore





Anchoring Exercise



Reflection

- Recall a moment in CSA training when your identity shifted as a supervisor
- What supported it?
- Which sub- themes connected particularly for you?

Harvesting





Mining deeper

- Maybe choose another meta category...
- And choose another sub- theme to deepen

Table 1. Table of meta themes and sub themes.

Meta Themes	Sub-Themes
Personal Growth, Awareness	• Engage in and deepening of Reflective Capacity • Developing Self-awareness • Emotional Regulation
Interpersonal Dynamics, presence and embodiment	• Interpersonal Dynamics (boundaries and will in Relationships) • Developing Presence and Embodiment (incl. sensitivity to others)
Adaptability, dealing with Ambiguity	• Dealing with Uncertainty & Ambiguity • Adaptability

Creative Exploration

- Take 5–6 minutes
- Draw a symbol/image that represents this sub-theme (developmental capacity) in you now
- OR write a metaphor/story that comes to you
- Let's see how we divvy up (pair/group/plenum)



Harvesting



Inquiry

- What one developmental practice will you take forward as a CSA supervisor?





Step 1- Integration

- Integrate the following aspects in your CSA Coach Supervision paradigms:
 - Comfort with ambiguity
 - Expanded reflective presence
 - Ethical resilience
 - Systemic and transpersonal awareness
- Voice:
- “I developed my capacity to keep profoundly myself as an area of calmness.”



Step 2- Embedding in Practice

- Practical takeaways:
 - Journaling & reflective writing after sessions
 - Silence and embodiment in dialogue
 - Staying with ambiguity as growth
 - Attuning to systemic influences in supervision



Step 2- Embedding in Practice

- Practical takeaways:
 - Journaling & reflective writing after sessions
 - Silence and embodiment in dialogue
 - Staying with ambiguity as growth
 - Attuning to systemic influences in supervision

Reflective Wrap Up

What has landed for you?





Resources

- Oxford Brookes Conference Presentation (2025)

Published article:

- Clidière, U., & George, M. (2025). *Lived experience of the developmental journey for a coaching practitioner training as a coach supervisor*. Coaching: An International Journal of Theory, Research and Practice. DOI: <https://doi.org/10.1080/17521882.2025.2537015>
- Contact us for slides or articles or any other resource related to our research!



THANK YOU!!