

# blend

Associates Ltd

## Coaching Supervision and Continuous Professional Development

2023



[www.ltdblend.com](http://www.ltdblend.com)

# Blend has exceptional results in coaching

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## Would you like your internal coaches to do the same?

- Our coaches understand the importance of establishing a strong rapport with their clients. They all undertake extensive personal and professional development.
- Blend Associates invests in regular supervision for their coaches, ensuring ongoing support and guidance.
- Blend offers free CPD sessions to their coaches for continuous learning and growth. Many of Blend's coaches are dual-qualified as both coaches and psychotherapists. We bring a holistic approach to our coaching practice.
- Blend Associates aligns its values of being the difference, optimism, enabling, and kindness in all aspects of their work, fostering a positive and supportive environment for both their internal team and clients.
- We have worked with NHS leaders since the outset of the pandemic so we know public sector challenges.

Blend's commitment to reflection, inquiry, supervision, and ongoing professional development contribute to their exceptional results in the coaching staff, creating a transformative impact on individuals and the organisation as a whole.

We are now offering this to internal coaches, managers, and networks.



# Why Coaching Supervision?

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At Blend Associates, we prioritise time for reflection and inquiry as essential components of personal and professional development.

One of the most effective ways we support this is through the utilisation of experienced coaching supervisors.

This support system is not limited to internal coaches; it extends to managers and leaders who may benefit from supervision, especially when navigating complex or challenging situations.



***Having access to group supervision has been invaluable in managing the impact on coaching clients through the pandemic***

*Blend Survey*

Supervision provides a dedicated space for individuals and groups to explore their experiences, gain valuable insights, and receive guidance from an experienced professional.

By engaging in supervision, managers and leaders can enhance their self-awareness, refine their decision-making skills, and effectively manage the demands of their roles.

This proactive approach fosters continuous learning and growth, ultimately enhancing their effectiveness in driving positive change within their teams and organisations.



# Who benefits from Coaching supervision?

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**OD practitioners working in a toxic culture that impacts you.**

**A coach left confused after a client session.**

**A team leader supporting somebody in the team who has a mental health issue.**

**An experienced leader feeling alone and needing somebody to reflect with.**

## **Supervision for coaches**

Blend offers group or 1 to 1 coaching supervision with experienced supervisors including dual qualified psychotherapy and coaching supervisors.

This is a way to support coaches in their personal and professional development. It helps them to look after their well-being, resolve ethical dilemmas, boundary issues and quality assurance.

It is a requirement of coaching professional bodies.

## **Supervision for professionals**

Blend also offers group supervision for groups of professionals (including education, health, and leadership) to create a space for practitioners to explore those aspects of their work that they might struggle with, improve power dynamics, and improve individual learning.

Having sessions at regular intervals creates a group culture of reflective inquiry which will continue outside of the meetings and continue to inform their practice. Supervision sessions can generate a pool of new ideas and creative opportunities for learning.

## **Trauma sensitive supervision**

Our coaches are experienced in delivering trauma sensitive supervision covering:

- Realising the widespread impact of trauma and understanding what can help recovery. Recognising the signs and symptoms of trauma and PTSD in teams
  - Recognising when your own and others resilience is tested
  - Understanding how to have supportive conversations
  - Raising awareness of your own and others behaviours towards those affected by trauma knowing how and when to access wellbeing support via your HR and OD teams
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# Why Continued Professional Development?

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CPD programmes provide opportunities for coaches/managers and leaders to expand their knowledge, learn new coaching methodologies, and refine their existing skills.

This ongoing development allows coaches to continuously improve their ability to support individuals, address complex challenges, and drive meaningful change.

By staying updated with industry best practices, research findings, and emerging trends, coaches enhance their professional competence, deliver high-quality coaching services, and meet the evolving needs of their clients.

## The benefits are:

- Increased Professional Competence
- Improved Client Outcomes
- Enhanced Ethical Awareness
- Career Advancement Opportunities



## Here is a list of some the in-depth CPD sessions Blend can offer your faculty:

- Team Coaching Top Tips
  - Regenerative Leadership
  - Working with Difference
  - Grief and Bereavement
  - Living your Values
  - An Introduction to Shirzad Chamine's Positive Intelligence Mental Health Program
  - Developing the Mature Masculine
  - Key Thinking Environment Skills
  - Compassionate Leading for Volatile Times
  - Trauma-Informed Coaching
  - Empowering Women
  - Working with the Menopause
  - Authentic Leadership
  - The Power of Story Telling
  - Supporting Staff Networks
  - Growing Peer Powered Public Service
  - In the Zone of Coaching and Psychotherapy
  - Collective Resilience
  - Bereavement of Job Loss
  - Coaching Ethical Dilemmas
  - Climate Anxiety and Sustainability
  - Fostering Intercultural Competency
  - Team Coaching Agility
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# Coaching Supervisors

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## **AMARANATHO ROBEY**

Ama is Head of Faculty and Leadership for Blend, where he supports the associate coaches and supervisor community in their work. As a former Buddhist monk with a degree in Artificial Intelligence, his supervision covers diverse areas which include, mindfulness, systems thinking, leadership, agile ways of working, team leaders, and trauma sensitivity.



## **DAVID LINFORD-SMITH**

David is a Psychotherapist, Coaching Psychologist, Supervisor (coach and psychotherapist), Group Facilitator and Trainer. He integrates Existentialist Psychotherapy and spirituality into his practice, as well as being trauma-informed. He also provides consultation for the Church of England's National Safeguarding Team.



## **JILL SAVAGE**

Jill has 10 years of experience as a coaching Supervisor and has a special interest in well-being. Jill is trained in mindfulness, neuroscience, compassion-focused therapy and transactional analysis.



## **JULIA MENAUL**

Julia has been a coach for 25 years and supervising for 15. She is an ex- Board Member for the Association of Coaching Supervisors and was involved with research on the emerging field of supervision of supervision. Her specialist interest area is bereavement, grief, and loss in coaching and supervision.



## **KATHERINE LONG**

Katherine has developed accredited supervision programmes and has extensive experience in cross-cultural programmes, living systems and regenerative approaches. This translates as a key value about supporting the health and well-being of the individual, team, organisation and its wider context.

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# Coaching Supervisors

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## **MICHAEL GOLDING**

Michael has a diploma in integrative supervision, Masters Degrees in both business (MBA) and therapeutic counselling (MA) and is Accredited by the BACP. As a former CEO of a not-for-profit public sector organisation, he has an in depth understanding of the challenges faced by senior leaders operating within complex and dynamic environments.



## **SOBIA IQBAL**

Sobia is passionate about transformative conversations that heal, empower and inspire positive organisational change. She has worked with professionals at all levels across multiple sectors including charities, SMEs, Start-ups, NHS, Local Authorities, Higher Education and FTSE 250 companies. Her supervision approach is somatic, integrative and fosters conscious inclusivity.



## **STEVE NEESAM**

Steve is an experienced BACP & UKCP accredited psychotherapist, hypnotherapist, trainer and dual-trained supervisor. His previous career was in the banking industry and this leadership experience informs his work. As a supervisor, he works in a flexible way to meet the preferred style of the supervisee.



## **SUSIE FLASHMAN JARVIS**

Susie holds a diploma in supervision for counselling and allied professionals, as well as being a counsellor. She is passionate about challenging the status quo and has written her autobiography as well as a novel on the impact of domestic abuse.



## **ZOE COHEN**

Zoe holds an Ashridge Post Graduate Certificate in Advanced Coaching and OD Supervision. Zoe has extensive experience as a senior leader and management experience in large complex organisations. She believes in aspiring to be our best adult selves – in the moment, every moment – and challenging ourselves to step up to what we know we are capable of and live the professional and work life we and others deserve.

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# OUR COACHES

EDINBURGH

WALES

NETHERLANDS

LONDON

NORFOLK

YORKSHIRE

CAMBRIDGESHIRE

ESSEX

SOUTH WEST

NORTH WEST

SOUTH EAST

WEST MIDLANDS

EAST MIDLANDS

Beth  
Delfino



Zoe  
Cohen



Julia  
Menaul



Jill  
Savage



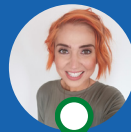
Dave  
Thornton



Tracey  
Cogan



Raechel Pooley Debbie Fisher



Amanda  
Reynolds



Anne  
Osborn



Dinah  
Butler

Becky  
Seale



Nick  
Allen



Sobia  
Iqbal



Hilary  
Lees



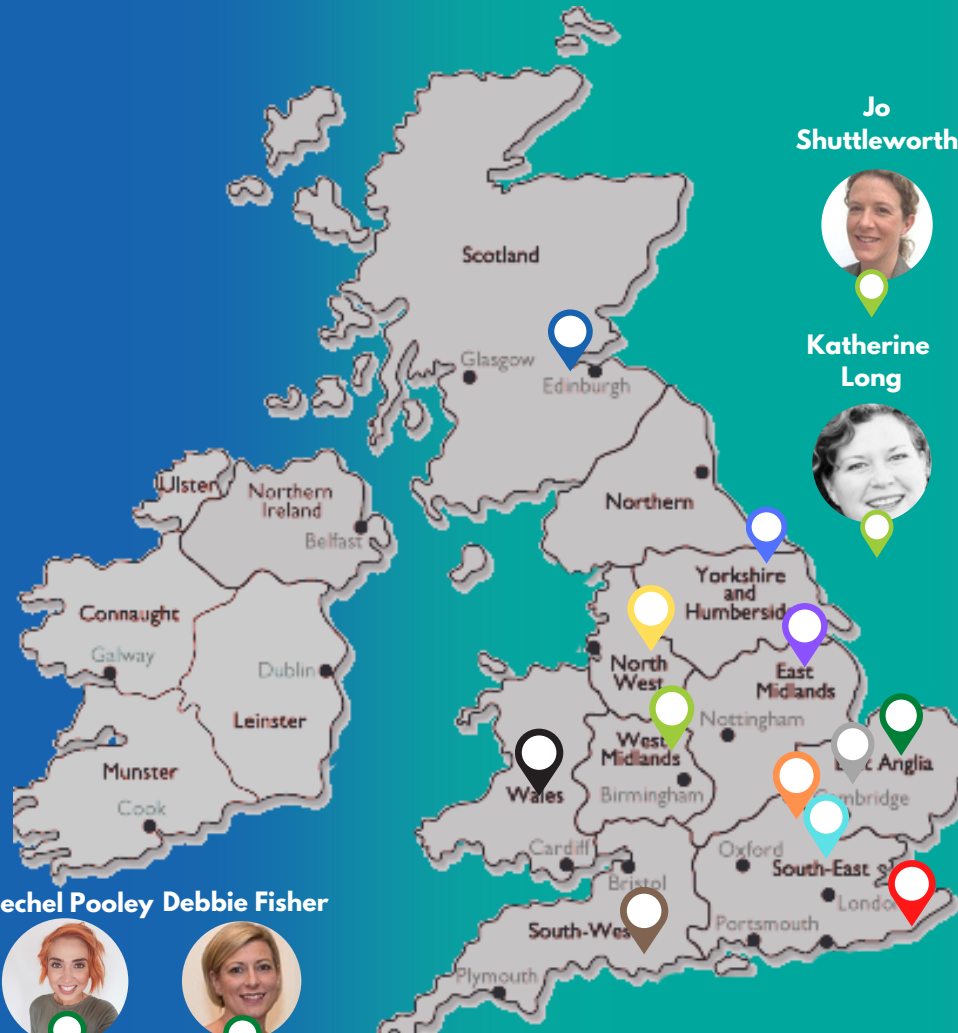
Richard  
Wade



Steve  
Neesham



Susie  
Flashman-  
Jarvis



Ama Robey



Mags Welten



Jo  
Shuttleworth



Katherine  
Long



Chris  
Rogers



Neil  
Sellen



Caroline  
King



Diana  
Dawson



Michael  
Golding



David  
Mayes



David  
Linford-Smith



Steve  
Gilbert



Narinder  
Gill



Dorinda  
Nartey





# Contact us

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If you would like to get in touch with us to discuss any of the offers in our brochure, please contact us.



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