



# Coaching Supervision 2026

# Hello and Welcome.....

Thank you for getting in touch to find out more about how I can work with you in the coaching supervision space.

For those of you who I haven't met before, I am **Debs Hirst** – a coach, coach supervisor and L&D consultant

## A little bit about me.....

My background is in organisational development where for the past 25 years I have worked with organisations, teams and individuals to support them with their development and growth.

I qualified as an Executive Coach back in 2012 and as a Coach Supervisor a few years later. Alongside my coaching and supervision work, I run qualifications in Coaching and provide ongoing Coaching CPD for qualified coaches.

I am **hugely passionate** about coaching and find it a privilege to work with clients, supporting them to unlock their potential and achieve the goals they set themselves. I am always amazed at the resilience of others and their ability to achieve, and I love being part of that journey, if only for a short time.

I also recognise that **being a coach demands resilience, commitment and energy** — and when you add our inner dialogue and inner game into the mix, the role becomes both deeply rewarding but also challenging.

That is why I value the work I do as a supervisor equally as much as my work as a coach. Working with coaches is also a privilege and a relationship of mutual respect and shared understanding.

I see **supervision as in investment in ourselves and our development as coaches**. Investment in ourselves that we often encourage our clients to make but don't always afford ourselves!

**In this document you will find details of my 2026 supervision offer which includes both Individual and Group sessions**

Finding the right supervisor is important, so with that in mind I am more than happy to arrange a (no obligation) chat with you if you want to know more about me and what I offer.

You can contact me at [debs@debshirstcoaching.co.uk](mailto:debs@debshirstcoaching.co.uk)

I look forward to working with you if you feel we are the right match!

Take Care Debs



**Debs Hirst**  
Coaching & Consulting

# What is coaching supervision....

**Coaching supervision** is a space for you as a coach to pause, reflect, and think more deeply about your work with clients. It's a conversation with a trained supervisor in either a 1-1 or group setting, where you can step back from your day-to-day coaching and explore what's really going on in your sessions and your practice.

In supervision sessions, you might bring client situations you're unsure about, moments that felt stuck or emotionally charged, ethical questions, or patterns you're starting to notice in yourself.

A supervisor isn't there to judge or tell you what to do, but to act as a thinking partner — someone who helps you gain clarity, challenge assumptions, and see things from new angles. Providing guidance when needed.

At its heart, coaching supervision does three key things. It helps coaches **grow and develop** their skills and self-awareness, **stay supported and resourced** in what can be demanding work, and **keep their practice ethical and grounded** in professional standards.

Ultimately, supervision helps coaches do their best work with clients while also looking after themselves.

It's less about having the "right answers" and more about creating space for insight, learning, and thoughtful practice

# What is coaching supervision....

## ***The purpose of supervision is:***

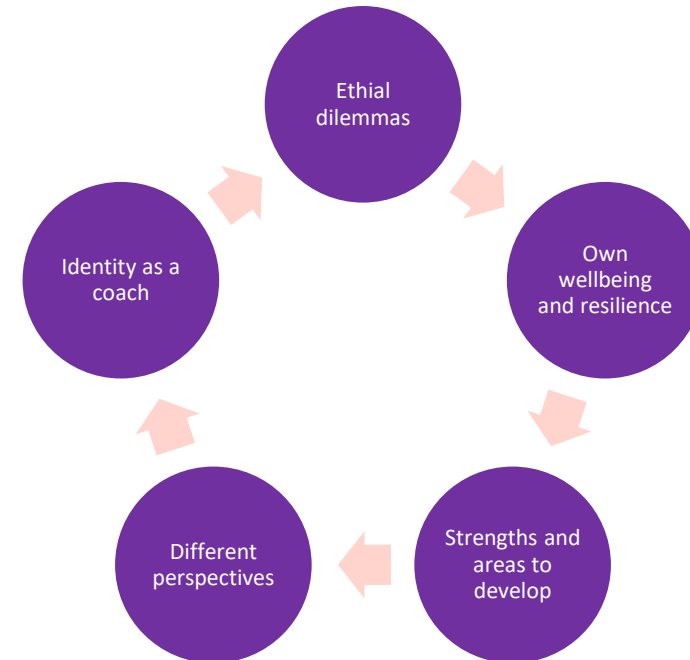
- To ensure the supervisee maintains appropriate professional standards
- To facilitate the development of the supervisee's professional practice
- To provide support for the supervisee's well-being

**EMCC Global**



I believe supervision is as a vital part of a coach's continuous professional development. It's time and space for coaches to download and discuss all areas of their practice in a safe environment.

It's a common misconception that supervision is just for client-based issues, of course it is the space to explore this, but supervision can be used for exploring much more for.....



# My approach to coaching supervision

As your supervisor, I will adopt a **holistic approach, guided by your objectives and providing support, guidance, and appropriate challenge.**

In both my practice as a coach and supervisor I truly **believe in the resourcefulness of the person I am working with**, I see our relationship as that of learning partners. I will create a safe and honest environment for exploration to take place.

I will be led by your agenda but also prepared to offer guidance and my own thoughts and perspectives when it feels appropriate, and I am invited to do so.

**I work with the following guiding principles that as coaches we have the responsibility to:**

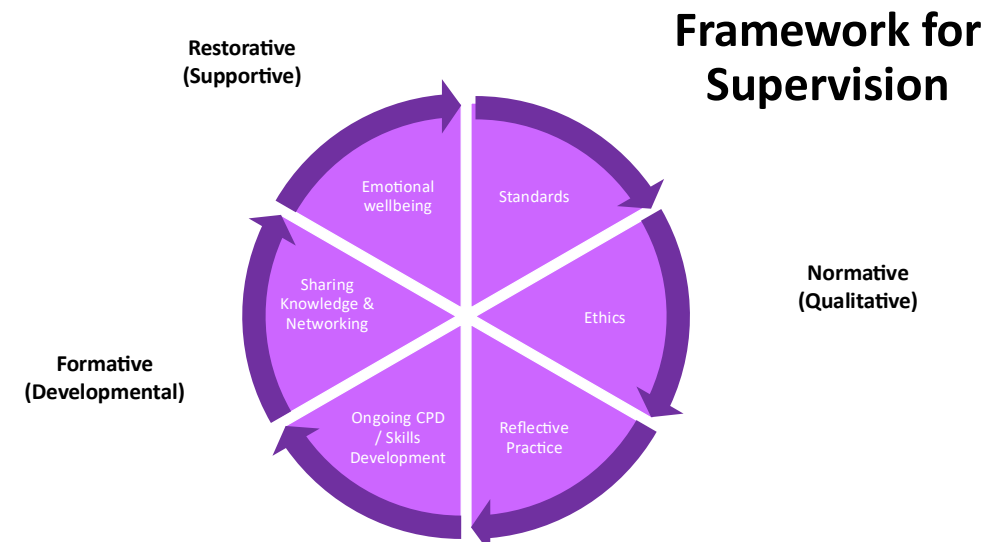
- **Continuously reflect on our coaching practice**
- **Uphold the reputation of our profession**
- **Provide quality assurance to our coaching clients**
- **Ensure our practice remains ethical, safe and current**

Coaching supervision is a place to ensure all these responsibilities are met.

My practice adheres to the Global Code of Ethics, and I am a member of the European Mentoring and Coaching Council (EMCC).

I hold a postgraduate certificate in Coaching Supervision and participate in regular supervision as both a coach and supervisor

I work with the following framework in my supervision practice. Ensuring the sessions we have meet your individual needs as well as the standards



# Which is the right supervision option for you....

## Individual (1-1) Sessions

### What it is...

- One-to-one sessions with a qualified coaching supervisor
- A space for the coach to bring whatever they'd like to explore from their coaching practice
- The supervisor offers support, guidance, healthy challenge, and fresh perspectives, using a range of approaches to support the coach's growth
- Sessions can focus on specific client work and/or the coach's own practice, development, and experiences
- Clear contracting is agreed for both ad-hoc sessions and ongoing one-to-one supervision arrangements

### Benefits...

- Dedicated one-to-one attention focused entirely on you
- Space to explore issues that are specific to your coaching work
- A safe, confidential environment to share thoughts, concerns, and insights
- Sessions shaped around your development goals and areas of growth
- A confidential place to talk through client dilemmas that aren't suitable for a group setting

### Commitment...

1-1 supervision can be accessed on an ad-hoc basis or part of a longer-term partnership

A longer-term supervision partnership—typically a package of four sessions—begins with setting overarching goals, which are then revisited and reflected upon as the arrangement progresses



# Which is the right supervision option for you....

## Open Group Sessions

### What it is...

Supervision provided by a qualified supervisor to a small group of practicing coaches.

Open group supervision is open for any coach to book which means as a participant you might or might not know the people you are working with.

Contracting will take place at the beginning of the session and then individual's will be invited to put forward things they would like to explore

The supervisor, along with the rest of the group, offers support, guidance, challenge and different perspectives on the topics that have been put forward for discussion.

### Benefits...

- A chance to bring your own coaching issues and explore them in a supportive group
- Hear different perspectives from other practicing coaches
- Learn not just from the supervisor, but from the shared experience in the room
- Explore dilemmas you may not have faced yet and learn from others' real situations
- Connect and build relationships with other coaches in the profession

### Commitment...

Group Supervision is a shared learning experience and works at its best when participants are open to sharing topics for discussion and willing to share their perspectives on dilemmas others might bring.



# Which is the right supervision option for you....

## Closed Group Sessions

### What it is...

Supervision provided by a qualified supervisor to a small group of practicing coaches.

Closed group supervision consists of four sessions, with each session attended by the **same** group of participants

Contracting will take place at the beginning of session 1 and then individual's will be invited to put forward things they would like to explore in each session moving forward.

The supervisor, along with the rest of the group, offers support, guidance, challenge and different perspectives on the topics that have been put forward for discussion.

### Benefits...

All the same benefits of open group supervision, plus:

- A consistent group that builds trust, safety, and deeper relationships over time
- The chance to explore issues more openly as familiarity and confidence grow
- Ongoing learning from the same group of coaches, allowing themes and patterns to develop
- Richer reflection as the supervisor and group get to know your context and coaching style
- A strong sense of peer support, belonging, and shared accountability

### Commitment...

Group Supervision is a shared learning experience and works at its best when participants are open to sharing topics for discussion and willing to share their perspectives on dilemmas others might bring.

**Closed** group supervision requires participants to sign up to all 4 sessions in the programme



# 2026 Supervision Options

## 1-1 Sessions

**Dates:** booked by individual

**Duration:** 60mins

**Fee:**

£125 per session

£450 for package of 4 sessions

## Open Group

**Dates:**

- 04 March 10.00-12.30 (*virtual*)
- 11 June 13.00-15.30 (*virtual*)
- 09 September 10.00-12.30 (*In person*)
- 08 December 13.00-15.30 (*virtual*)

**Duration:** 2.5 hours

**Fee:** £55 per session

## Closed Group

**Dates:** to be agreed by the group

**No of Sessions:** 4 (starting June 2026)

**Duration:** 2.5 hours

**Location:** To be agreed by the group  
(virtual and in person available)

**Fee:** £220 for all 4 sessions

# Client Feedback

“Debs has a great way of putting me at ease, but giving me the challenge that I need. I find that coaching can be quite a lonely experience and Debs provides the perfect space for me to ‘download’ my thoughts and feelings but then challenging me around what that means for me. I always leave feeling equipped and confident in my role and less lonely as a coaching professional”

“I found the space to be a safe space that enabled me to truly reflect on my practice. I thought it was well-paced and a good mix of learning and reflecting.

Thank you very much for the session, I really enjoyed it!”

“Our sessions felt incredibly warm and supportive. The group dynamic was brilliant, and I looked forward to every session.

Being with the same group for the past year has really helped me to open up and be honest about some of my coaching challenges. The support of Debs and the group has helped me to face those challenges and I know I am a better coach for it!”

“As someone relatively new to coaching, it was really useful to hear about the challenges that others in the group were facing. I think it was a great opportunity to reflect and to learn from each other, as well as Debs in the supervisor role. I felt more relaxed and confident afterwards. “

“Thank you Debs, your calm, kind, non-judgemental presence created a safe and friendly environment. “



# Debs Hirst Coaching

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