



Dr Alison Hodge – CSA Consultant to Curriculum and Faculty

What I love about supervision is the emergent nature of how we build the relationship and develop the co-creative enquiry. I see the reflective dialogue as an exploration, as a place for us to be curious, a place to investigate: you, me, us, the client, the clients' systems. Then we look at the theories and models that underpin the practice, the diverse level of skill and capability that supports us and how we can bring as much of ourselves as is relevant into this work to affirm, to inspire, to contribute to the learning of our clients.



While I didn't know it when I first became involved with CSA about 10 years ago, this is of course why I am so "at home" with the people and the organisation that personifies the strapline of "who you are, is how you supervise" that also lies at the heart of this fabulous development Diploma programme. I feel privileged to have contributed to this amazing learning community. I work primarily as one of the supervisors with some of the students in each cohort, I facilitate several the webinars in each programme and more recently I became a member of the Executive. In this latter role, I engage primarily with the management team as we explore themes and trends that continue to emerge and evolve in the global research and development of coaching supervision. I see changes that are occurring in the field and that inform curriculum development including areas such as neuroscience, energy management, the natural world, complex adaptive systems, team coaching and the diverse approaches to reflection and reflective practices. While technology is enabling more people to access this work, either as practitioner or client, I think we need to be mindful of the challenges that virtual, bite-size inputs can bring to integrated learning. While we have all had to adapt to the ever-present Zoom world that we are in currently for me there is no substitute for the power of the experiential, in person, in-depth learning experience that this programme provides. At the same time, I acknowledge how technology has been able to expedite some elements of the development process that occurs through this programme with the added opportunity that allows its global reach.

Not surprisingly perhaps at the heart of my practice is how much we can learn through our relationship in our work together. I hold a belief that being together is the only reality, what we choose to bring to supervision to share from our client work is inevitably edited for whatever reasons, but as a result therefore, how we as supervisor/supervisee co-create and build our relationship and how we show up with each other actually sheds light on how we each show up with our clients. As we explore our physical, emotional and reflective reactions to each other we can notice how this may resonate with the client work that we bring in and thus contribute to the learning and change that inevitably occurs.

While I work globally with individuals, increasingly I am delighted to engage with supervision groups where we explore the diverse themes that coaches bring but we are also able to look at the impact that the group has on us as supervisors and on each and every other person in the group. With this in mind, I am excited to share that together with colleagues, I will be developing and running a programme with CSA in 2021 for Supervisors working with Groups. Dates to be announced but please contact [Mike Smith](#) if you would like to know more.