

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO





Mentor Coaching & SUPERvision

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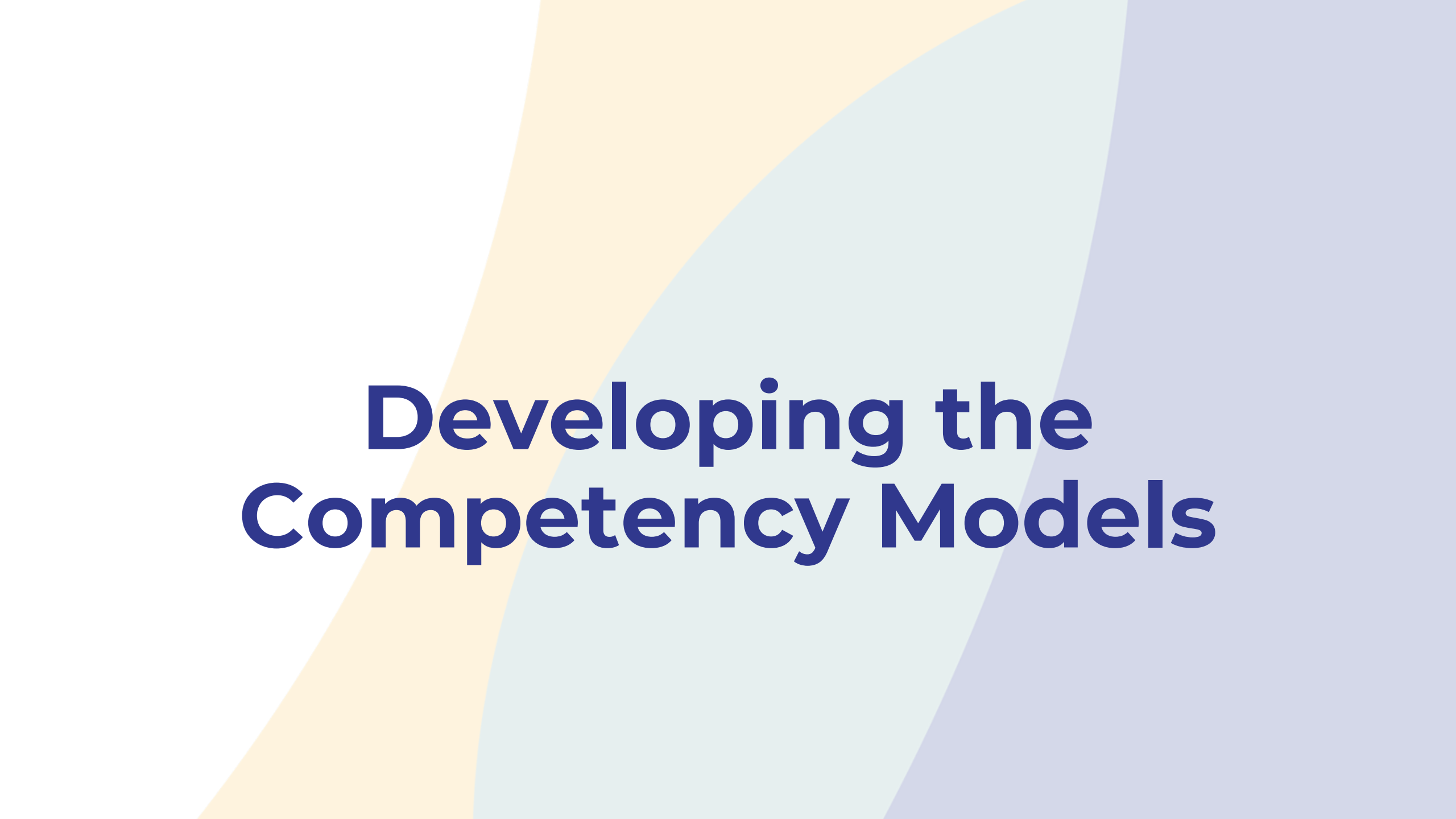


**One thing you love
about Mentor Coaching
or SUPERvision...**





**Where we will journey
this morning...**



Developing the Competency Models



The Challenge

Mentor coaching & coaching supervision have long been important elements of the coaching development and credentialing processes. However, ***little research on the knowledge, skills, and competencies required for effective practice*** has been conducted, nor the similarities and distinctions between the two.

Until now...

Objectives

- Identify the **tasks, knowledge, abilities and other characteristics** required for effective mentor coaching and coaching supervision practice
- Use **robust research methodologies** that reflect certification industry standards for job analysis
- Develop rigorously **validated competency models** using seasoned mentor coaching and coaching supervision practitioners to inform each stage of research.

What is a Job Analysis?

“Job analysis is the cornerstone of any sound, legally defensible certification program.”

A job analysis defines and analyzes the **tasks, knowledge domains, skills** and **abilities** required to perform a professional practice and related to the purpose of a credential.

Coaching Supervision



Mentor Coaching



SME Involvement: 755 Total



ICF Mentor Coaching & Coaching Supervision Competency Models

- Offer rigorously validated frameworks and the first-ever set of ICF standards for mentor coaching and coaching supervision practice.
- Provide clarity for practitioners and their clients.
- Designed to elevate and ensure consistency in the quality and effectiveness of mentor coaching and supervision.
- Balance structure with flexibility to support diversity in approach and style.
- Identify validated tasks, knowledge, skills, and other essential characteristics for professional practice.
- Ultimately aim to advance coaching excellence across the profession.



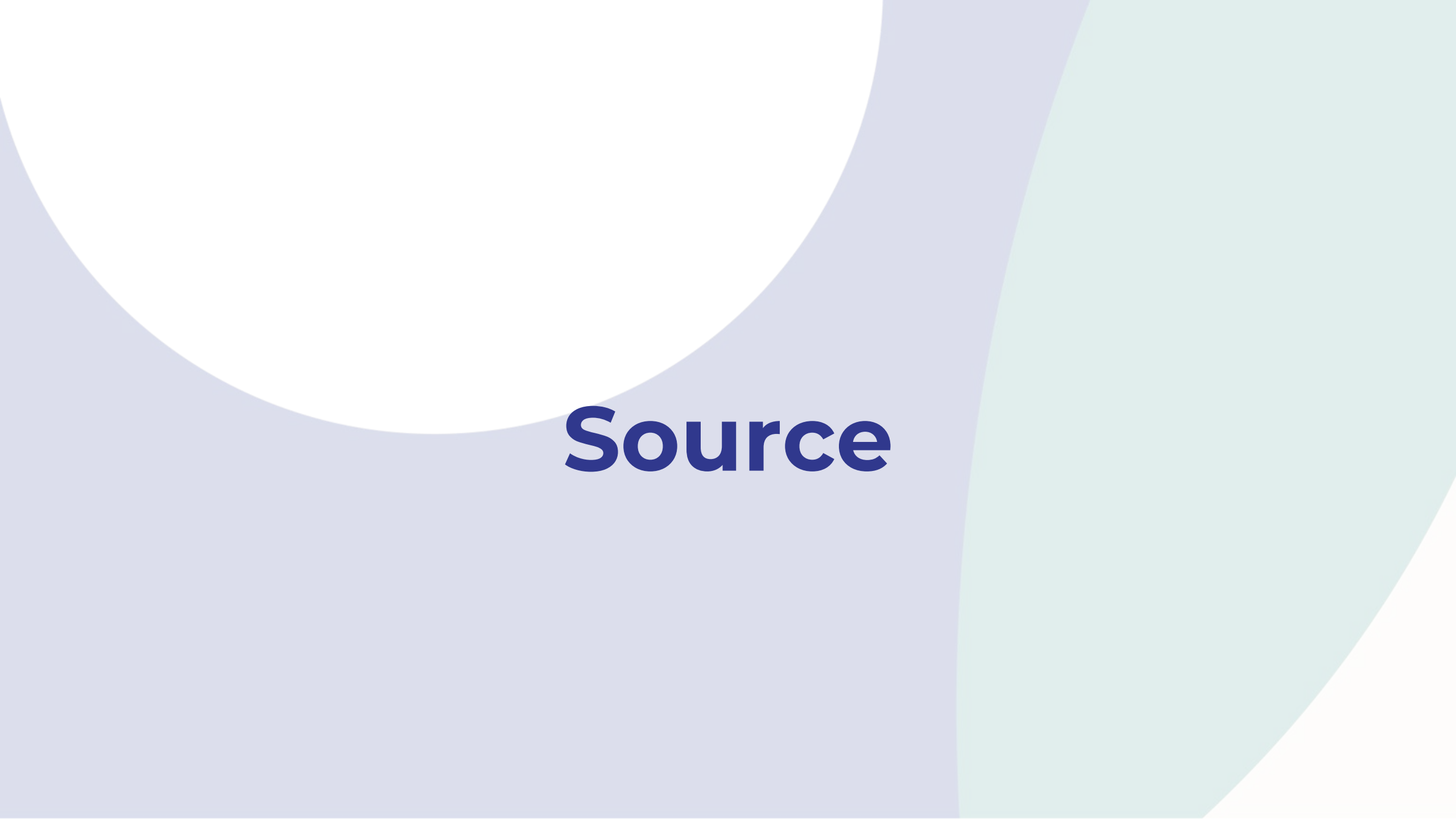
Let's Dive In!

Definitions

Coaching Supervision:

ICF Definition of Coaching Supervision

- Coaching supervision is a dynamic and reflective process of collaboration, guidance and support through which coaches develop their personal, professional, and ethical capacity and maturity.



Source

Functions of SUPERvision

Functions of SUPERvision



Business of
Coaching
(& Mentoring?)

Resource

Benchmark

Restore

Definitions

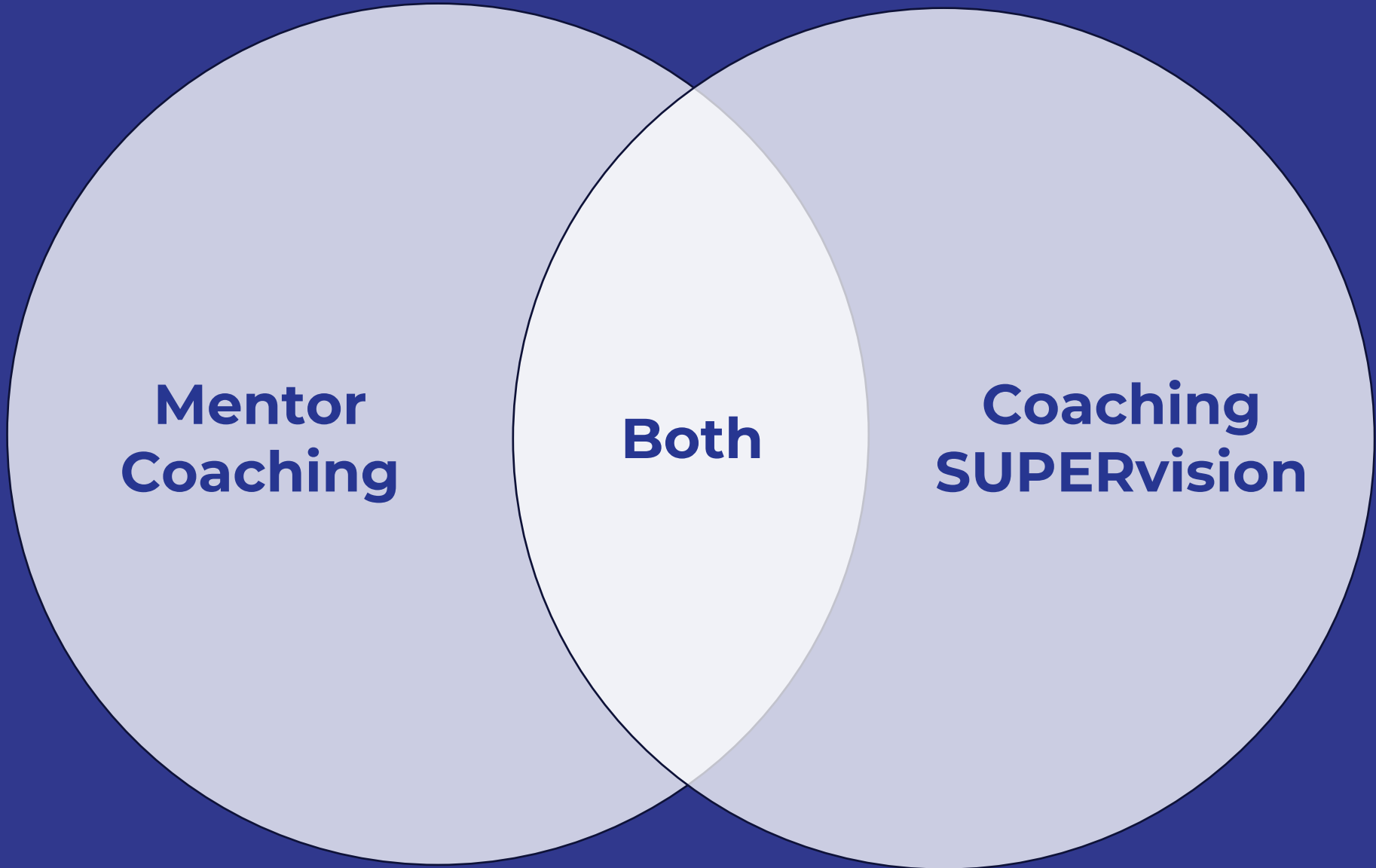
Mentor Coaching:

"Mentor Coaching means providing professional assistance in achieving and demonstrating the levels of coaching competency and capability demanded by the desired credential level."

It focuses on competency development aligned with the Core Competencies and credentialing standards.

**Where is ICF
at right now with
Mentor Coaching and
SUPERvision?**

Overlaps...

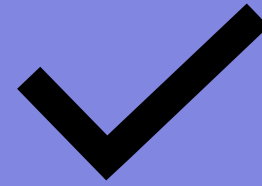




Implications...



Ethics



**Mentee &
Supervisee Clarity**



"It was the best of times, it was the worst of times."
(Charles Dickens' novel, A Tale of Two Cities)

**What are your best/worst
experiences of Mentor Coaching?**

Modalities

e.g.

- 1:1 or group
- For credentialing or renewing credentials
- Yet not just for Christmas credentialing

SUPERVISION COMPETENCY MODEL

A. Foundation

- Provides Ethical Guidance
- Engages in Ongoing Reflection and Self-Care

B. Process Structure

- Establishes and Updates Contracts
- Manages the Supervision Process

C. Client Learning & Reflection

- Creates a Supportive Environment
- Facilitates Client Reflection
- Guides Client Development

D. Group Supervision

- Manages Group Supervision

MENTOR COACHING COMPETENCY MODEL

A. Foundation

- Models and Promotes Ethical Practice
- Establishes and Maintains Mentor Coaching Agreements

B. Process Management

- Manages the Mentor Coaching Process

C. Client Development

- Conducts Formative Appraisals
- Facilitates Client's Skill Development

D. Group Mentor Coaching

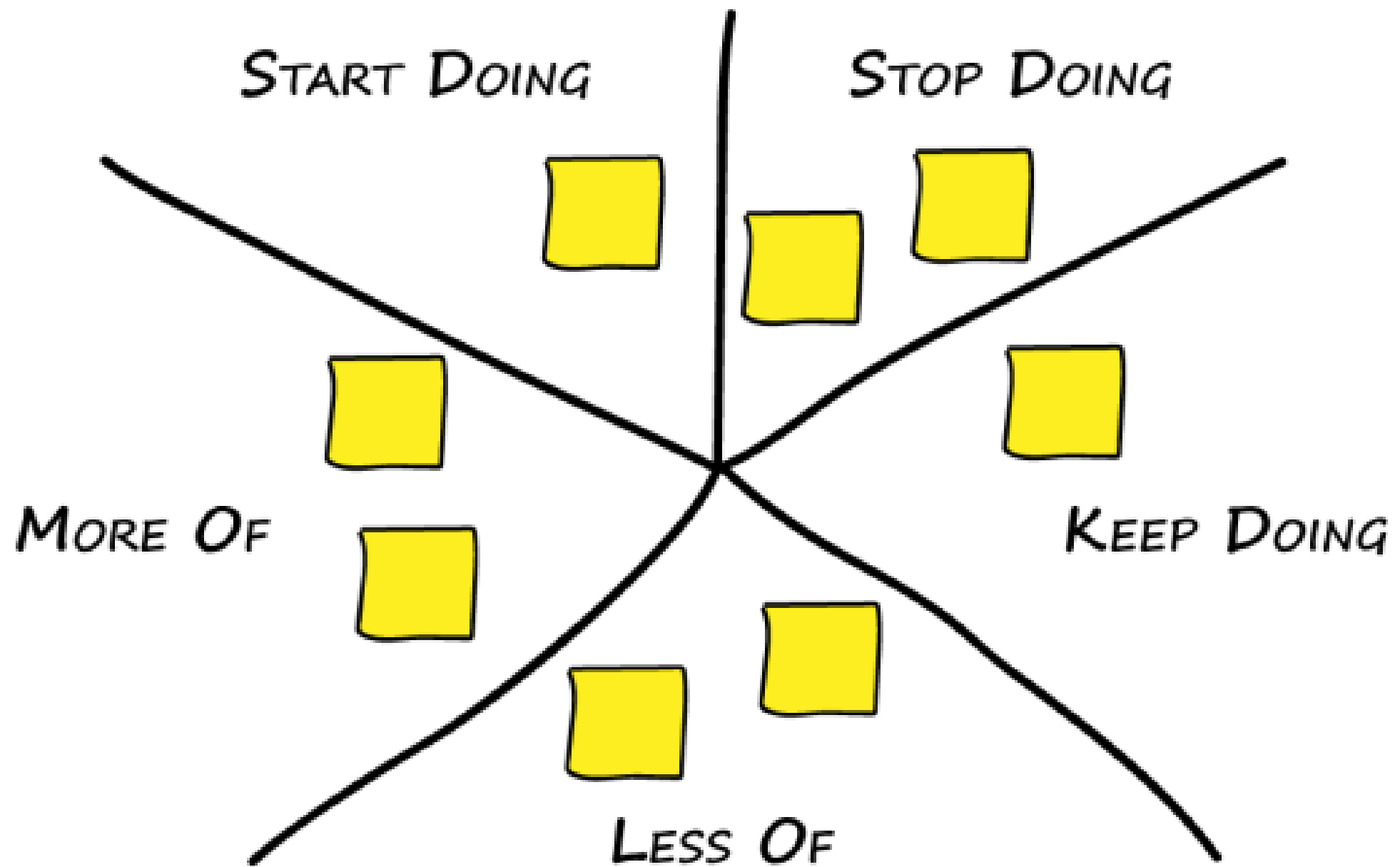
- Manages Group Mentor Coaching



Video/Audio/Live Demo & Feedback

What are your best/worst experiences of SUPERvision?

*“I was within and without, simultaneously enchanted
and repelled by the inexhaustible variety of life.”*
(F. Scott Fitzgerald’s novel, *The Great Gatsby*)





Video/Audio/Live Demo & Feedback



Costs



For the love of...

What's Your Medium?

In Person:

- 1:1 or group
- Same group or drop in
- Same or different topics
- Same or different professionals
- Internal or external professionals
- Same or different experience levels in the group
- Same or different fields

What's Your Medium?

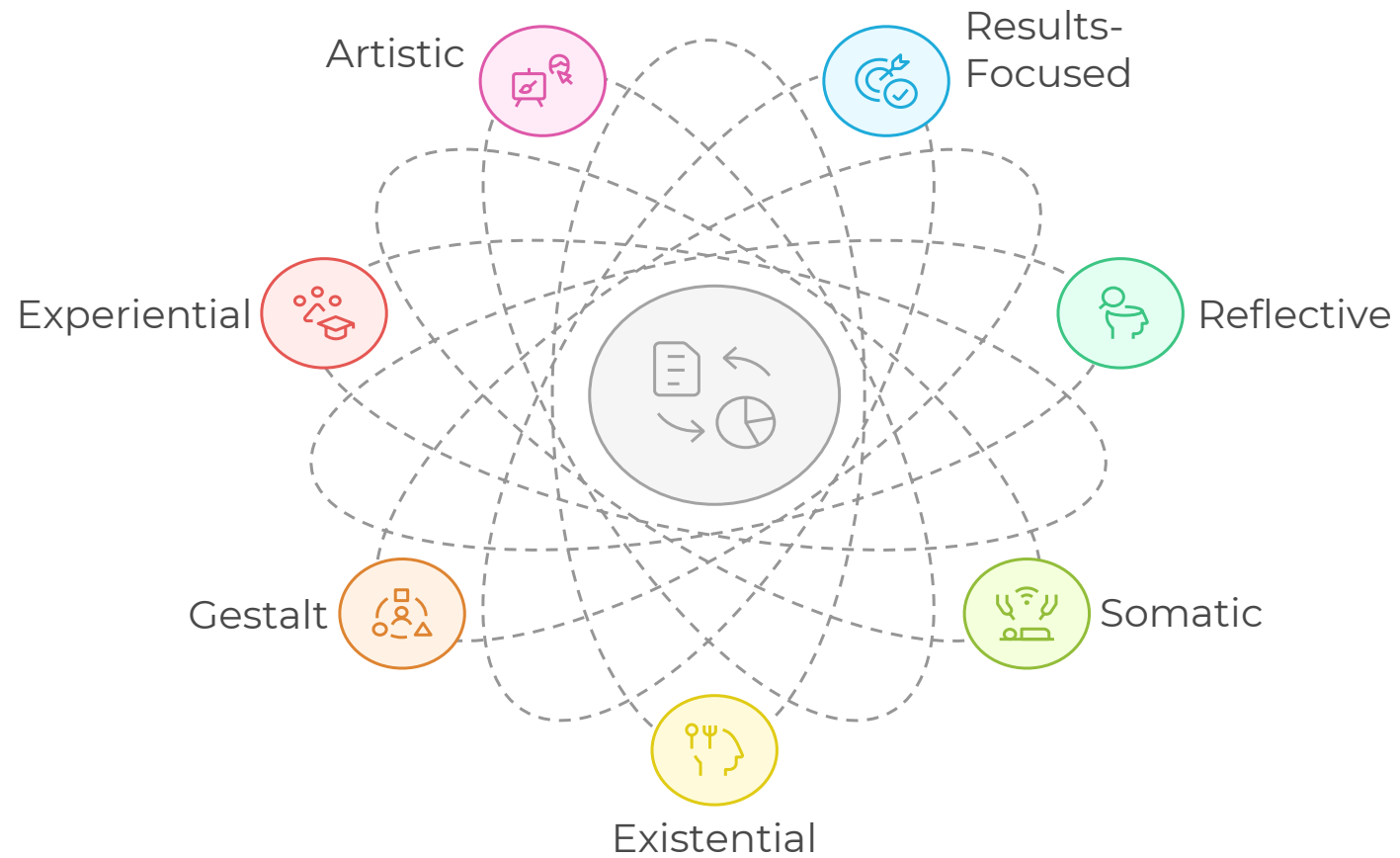
Online:

- Live or other ways
- Risks related to online working
- Psychological processes that present online (in both clients & supervisees)
- Considerations of working regionally or internationally
- How to manage process or relational ruptures online
- Online security
- How to manage online endings

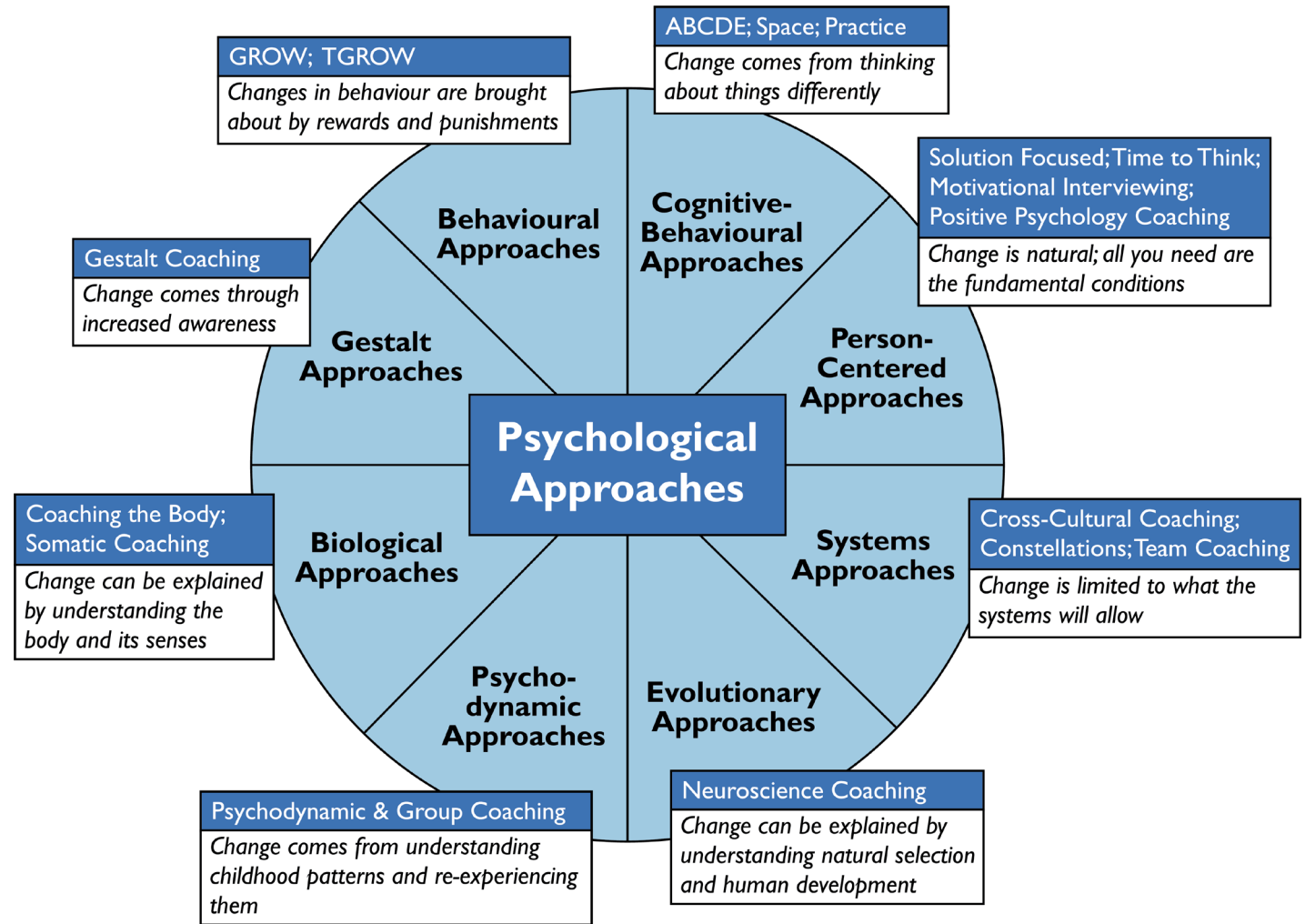


Technology

Exploring Diverse Modalities

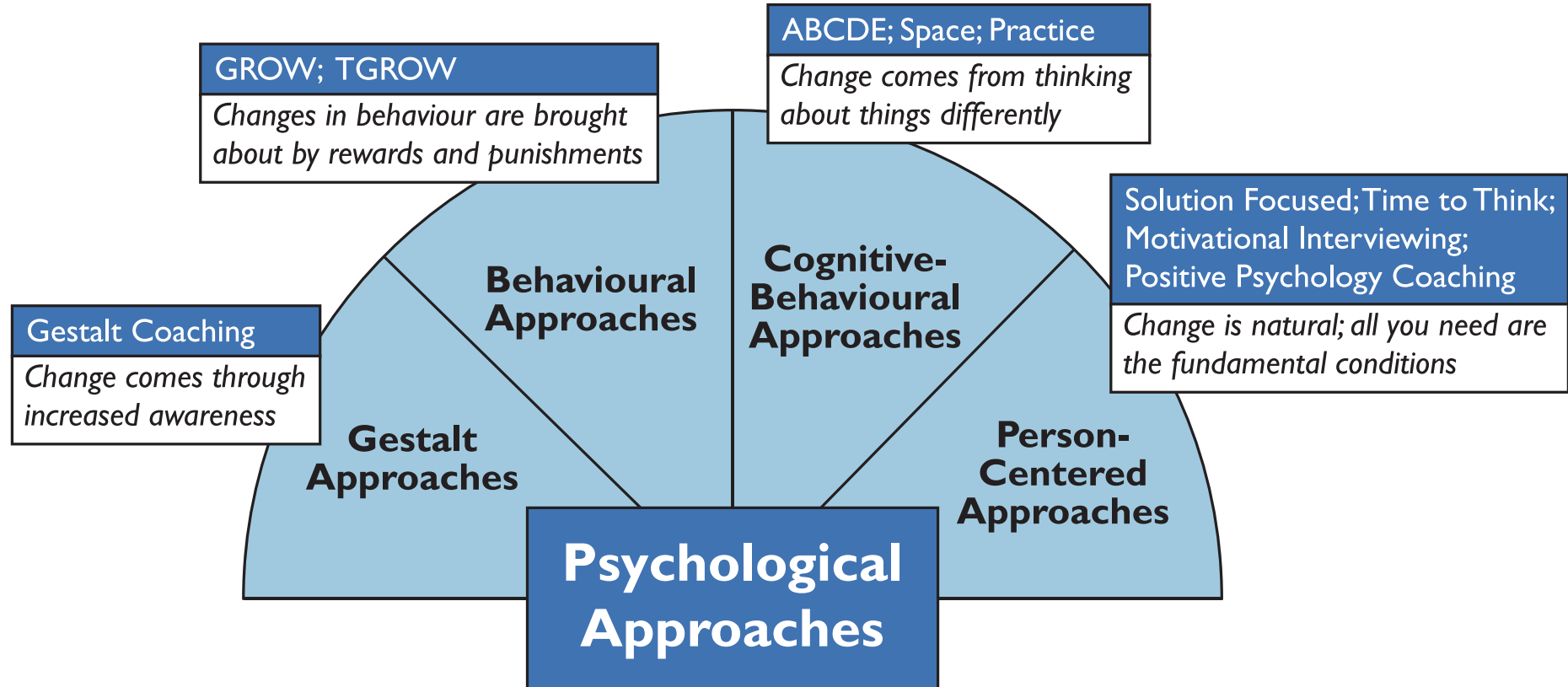


Psychological Perspectives, Universal Eclectic Model



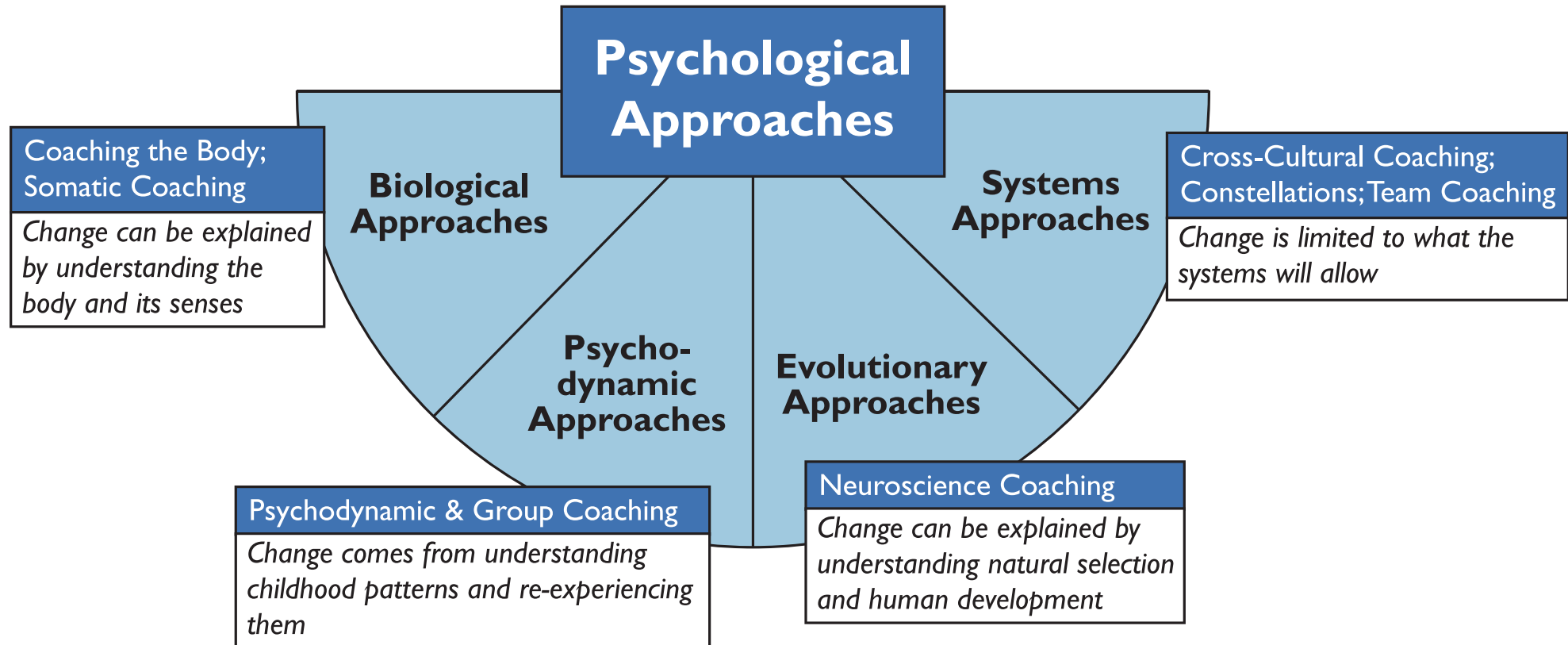
Note: 'Person-Centered Approaches' in the figure include humanistic approaches

Psychological Perspectives, Universal Eclectic Model



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Psychological Perspectives, Universal Eclectic Model

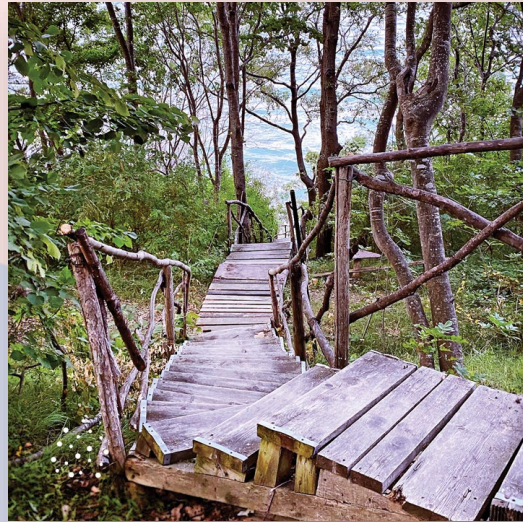
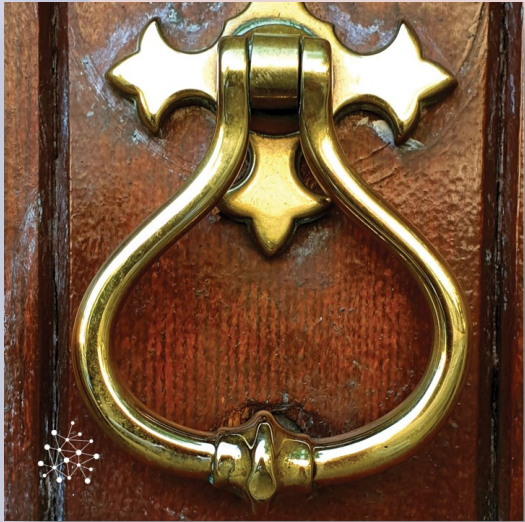
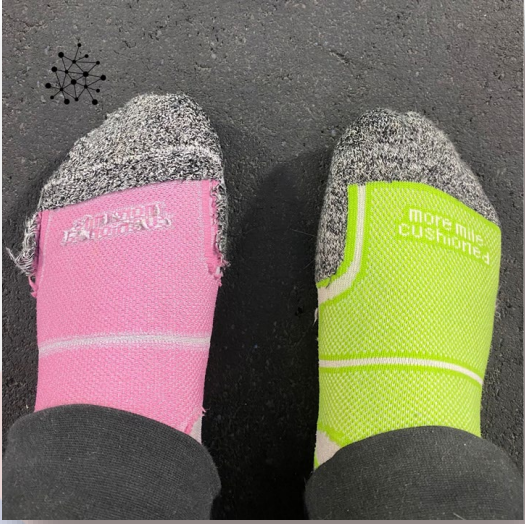




Key Learning



There's more...



**What does ICF, our field,
clients, communities,
countries, the world need
from Mentor Coaching
and SUPERvision?**



International
Coaching
Federation

coachingfederation.org