



Coaching Supervisor Toolkit



coachingfederation.org

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Table of Contents

Table of Contents	2
Introducing the ICF Coaching Supervisor Specialization (CSS).....	3
What is Coaching Supervision?.....	3
Why the Coaching Supervisor Specialization?.....	4
Why Now?.....	4
What is the Value of the CSS for Coaching Supervisors?.....	5
What's Changing for Supervision Clients?.....	6
Changes to the ACTC and Credential Renewal Processes.....	6
CSS Application Requirements and Fees.....	7
Implementation Timeline.....	9
Coaching Supervisor Specialization Checklist.....	10
Coaching Supervisor Specialization Frequently Asked Questions (FAQ).....	11

Introducing the ICF Coaching Supervisor Specialization (CSS)

Coaching can carry real weight. Coaches sit with the challenges clients bring, navigate the dynamics of complex client relationships with sponsors and others in their system, and make judgment calls when the path forward isn't always clear.

And coaches don't coach in a vacuum. Their own stress, values, and blind spots can shape what they notice, what they avoid, and how they show up in the work.

This is where coaching supervision matters. It is a dedicated space to reflect, sharpen ethical judgment, and strengthen sustainable practice — especially when coaching gets messy.

For decades, coaching supervisors worldwide have strengthened the **quality, credibility, and sustainability** of coaching. As the profession expands, the ICF Coaching Supervisor Specialization (CSS) sets **clear, consistent expectations** for supervision training and preparation within ICF pathways, supporting transparency for coaches seeking supervision and confidence in those providing it.

What Is Coaching Supervision?

Coaching supervision is a **confidential, nonjudgmental** reflective partnership where coaches examine their work, explore complexity, and attend to ethical, relational, and systemic dynamics. ICF defines coaching supervision as a **collaborative reflective process** that supports a coach's ongoing development, ethical practice, and professional maturity.

In supervision, coaches can:

- Reflect on their coaching work and professional identity.
- Examine ethical dilemmas and decision-making processes.
- Explore relational, cultural, and systemic influences.
- Strengthen boundaries, contracting, and accountability.
- Build resilience and reduce isolation in professional practice.

While mentor coaching focuses on developing coaching skills in relation to the ICF Core Competencies, coaching supervision provides a broader reflective space to explore ethical judgment, relational and systemic dynamics, and the coach's own patterns and presence in the work. Supervision supports learning and integration at a pace appropriate to the coach's experience, client population, and context — deepening capability session by session.

Why the Coaching Supervisor Specialization?

Coaching supervision is a well-established discipline that has been developed and advanced by practitioners and professional bodies around the world for a number of years. Many seasoned coaching supervisors have practiced, taught, shaped, and contributed to this work over time, creating a strong foundation of best practices. The **Coaching Supervisor Specialization (CSS)** builds on that foundation by establishing clear benchmarks for supervision preparation within the ICF ecosystem — supporting **professional rigor, ethical practice, and public trust**.

Within ICF-led pathways, the CSS strengthens consistency in how coaching supervision is understood and clarity about the knowledge and advanced training needed for practice, while increasing transparency for coaches seeking supervision and for those selecting supervisors.

Grounded in the findings of the **ICF Coaching Supervision Job Task Analysis**, aligned with the **ICF Coaching Supervision Competencies**, and shaped by experienced coaching supervisors, the CSS reflects that effective supervision requires **distinct preparation** and **professional expertise** beyond coaching alone.

Why Now?

As coaching continues to expand globally, supervision is increasingly connected to credentialing, professional accountability, and public trust — raising the need for shared expectations and quality assurance.

Insights from a 2025 ICF survey of coaching supervision practitioners reinforce this need for greater consistency and clarity:

- Nearly three-fourths of respondents indicated that coaching supervisors should complete standardized training to be qualified for practice.
- 67% identified the need for continuing education to maintain competence and effectiveness over time.
- Nearly 70% suggested that coaching supervisors themselves should receive supervision as part of ethical and professional best practice.

The CSS responds to the needs of the community by translating these priorities into a practical, consistent standard for supervisors within the ICF ecosystem.

What Is the Value of the CSS for Coaching Supervisors?

Earning the CSS demonstrates a commitment to specialized preparation and ethical, reflective practice in coaching supervision. It confirms that you:

- Meet a **clear, ICF-defined standard** for foundational coaching supervision education.
- Have cultivated **specialized knowledge and skills** to support coaches navigating complexity, reflection, and sustainability.
- Are committed to **professional excellence and ongoing development**.
- Provide coaching supervision aligned with **ICF standards and expectations**.

Visibility, credibility, and trust

Coaching supervisors who earn the CSS receive:

- A **digital badge** recognizing their achievement.
- **Inclusion in the forthcoming ICF Coaching Supervisor Registry** (opt-out available).

These resources make it easier for coaches to find and choose qualified supervisors with confidence.

For established coaching supervisors, the CSS is intended to recognize and make visible the advanced knowledge, preparation, and professional judgment you have already developed in this discipline. Supervisors who have completed coaching supervision training can apply previous supervision education that aligns with the ICF Coaching Supervision Competencies toward the CSS requirements, creating a pathway to formal recognition within the ICF ecosystem while honoring the expertise already present in the field.

What's Changing for Supervision Clients?

Changes to the ACTC and Credential Renewal Processes

Coaching supervision sits at the heart of developing effective team coaches. That's why it has always been a requirement for the Advanced Certification in Team Coaching (ACTC).

With the introduction of the CSS, ICF establishes a clearer, more consistent global standard to ensure that practicing supervisors have the knowledge and training essential to effectively support clients.

Beginning January 1, 2027, ACTC applicants will be required to complete any new supervision hours with a supervisor who holds:

- The ICF Coaching Supervisor Specialization (CSS), or
- A coaching supervision accreditation from another coaching or coaching supervision professional body

Plus:

- The Advanced Certification in Team Coaching (ACTC), or
- A team coaching accreditation from another global coaching professional body.

Also, effective January 1, 2027, **any credential-holder (ACC, PCC, or MCC)** who completes supervision hours for professional development credit toward credential renewal must receive supervision from a supervisor who holds the CSS or a coaching supervision credential or accreditation from another global professional body.

Credential-holders who deliver coaching supervision and wish to claim those hours for professional development credit must also hold the CSS or a coaching supervision credential or accreditation from another global professional body.

This update streamlines and clarifies the requirements for selecting a supervisor, while enhancing quality and rigor. Instead of requiring a combination of an ICF credential + supervision education + experience, the CSS introduces a more transparent and consistent standard.

This change is designed to reduce ambiguity and increase trust across the coaching ecosystem, providing:

- Greater clarity as supervisor specializations are clearly defined and easier to verify.
- Stronger consistency with standards applied more uniformly across regions and programs.
- Simpler, more confident decisions for coaches seeking supervisors who meet ICF expectations.

CSS Application Requirements and Fees

Coaching supervision is a specialized practice, and becoming a specialized coaching supervisor requires focused training, experience, and commitment to professional standards.

Application Path and Requirements

To earn the CSS and be listed in the ICF Coaching Supervisor Registry, applicants must:

- Hold an active PCC or MCC credential.*
- Complete 41 or more hours of coaching supervision training, with at least 50% delivered synchronously.
- Ensure education aligns with the ICF Coaching Supervision Competencies, including instruction in:
 - Ethical guidance.
 - Creating supportive supervisory environments.
 - Reflective practice.
 - Client and practitioner development.
 - Group supervision dynamics.

Beginning January 2027, supervisors supporting individuals working toward — or who have already earned — the **ACTC** must also hold the ACTC or a team coaching credential from another recognized professional coaching body.

Supervisors who hold coaching supervision credentials or accreditations from other recognized professional bodies (e.g., EMCC, AC) may also provide supervision and are eligible for inclusion in the **ICF Coaching Supervisor Registry**. Eligibility for the registry does not automatically grant the CSS. To earn the CSS, all application requirements must be met.

*Do you hold a coaching credential or accreditation from a globally recognized coaching professional body at an advanced (professional or master) level? Reach out to support@coachingfederation.org for guidance on eligibility and how to apply.

Application Fees

Introductory pricing (through March 2027)

- ICF member: \$50 USD
- Non-member: \$125 USD

Standard pricing (beginning April 2027)

- ICF member: \$125 USD
- Non-member: \$200 USD

CSS Renewal Requirements

The CSS — and inclusion in the Coaching Supervisor Registry — is valid for **three years**.

To renew, CSS holders must complete:

- **10 hours** of coaching supervision professional development aligned with the ICF Coaching Supervision Competencies.
- At least **5 hours** must be receipt of coaching supervision.
- Up to **10 hours** of renewal requirements may be fulfilled through receipt of coaching supervision.

These renewal expectations reinforce supervision as a reflective, developmental, and ethically grounded practice — supporting continued learning and development over time.

Implementation Timeline

ICF will implement the Coaching Supervisor Specialization (CSS) in phased stages to support readiness and continuous improvement:

Date	Action
September 2026: ICF Coaching Supervisor Specialization Launch	ICF will open the application for the CSS.
September 2026: Coaching Supervisor Registry Opens	ICF will launch the Coaching Supervisor Registry, reflecting supervisors who have earned the Coaching Supervisor Specialization.
January 2027: Implementation of new ICF Coaching Supervisor Specialization Requirements	ACTC applicants must complete any new supervision hours with a supervisor who holds the CSS or a supervisor accredited by another coaching or coaching supervision professional body. (Supervision hours completed before January 1, 2027, under previous eligibility rules will still count toward supervision requirements.) All supervisors working with ACTC applicants, including ACTC renewal applicants, also need to hold the ACTC or team coaching credential from another professional coaching body. Additionally, credential-holders (ACC, PCC, or MCC) completing supervision hours for credential renewal must work with a CSS or a supervisor accredited by another coaching or coaching supervision professional body (and those providing supervision for professional development must hold the CSS or other supervision accreditation).

Coaching Supervisor Specialization Checklist

Beginning January 1, 2027, coaches pursuing advanced certification in team coaching and credential renewal will need to work with a supervisor who holds the CSS or another coaching supervision accreditation. Earning the CSS positions you to meet this growing demand while demonstrating advanced expertise in coaching supervision. Review the checklist below to prepare your application.

Checklist for Preparing a Coaching Supervisor Specialization Application

- ☐ Ensure you hold an active coaching credential at the PCC or MCC level.*
- ☐ If you provide supervision to team coaches and prospective ACTC applicants:
 - Ensure you hold an active ICF ACTC or team coaching credential from another professional body.
- ☐ Complete **41 or more hours** of coaching supervision education (at least 50% completed synchronously/ in real time with a live instructor). Previous coaching supervision education may be used to meet the educational requirement.
- ☐ Education must align with the [Coaching Supervision Competencies](#), including instruction on:
 - *Ethical guidance.*
 - *Supportive environments.*
 - *Reflective practice.*
 - *Client and practitioner development.*
 - *Group supervision dynamics.*
- ☐ Apply for Coaching Supervisor Specialization (CSS).
- ☐ Receive your CSS Badge and a listing on the ICF Coaching Supervisor Registry.
- ☐ Optional: Join the ICF Coaching Supervision of Practice on ICF Engage to support your professional development as a coaching supervisor!

*Do you hold a coaching credential or accreditation from a globally recognized coaching professional body at an advanced (professional or master) level? Reach out to support@coachingfederation.org for guidance on eligibility and how to apply.

Coaching Supervisor Specialization Frequently Asked Questions (FAQ)

What is changing for ACTC and credential renewal applicants?

Currently, applicants for the Advanced Certification in Team Coaching (ACTC) are required to work with a coaching supervisor who has completed a combination of supervision education and experience hours or who holds an active accreditation/credential from a professional coaching supervision body. Forthcoming requirements simplify and clarify the criteria to select an eligible supervisor.

Beginning January 1, 2027, ACTC applicants will be required to complete any new supervision hours with an individual who has the CSS, or a supervisor who holds a coaching supervision accreditation/credential from another coaching or coaching supervision professional body. **In addition, supervisors working with ACTC applicants and ACTC renewal candidates will need to hold an ACTC or other certification in team coaching.**

Also, effective January 1, 2027, **any credential-holder (ACC, PCC, or MCC)** who completes supervision hours for professional development credit toward their credential renewal will be required to work with a CSS or a supervisor accredited/credentialed by another coaching or coaching supervision professional body. Similarly, any ACC, PCC, or MCC who provides coaching supervision must hold the CSS or be accredited/credentialed by another coaching or coaching supervision body in order to claim the hours for professional development.

I am a coaching supervisor who provides general coaching supervision. Do I still need to have an active Advanced Certification in Team Coaching (ACTC) or equivalent team coaching credential?

No. You only need to hold an active ACTC or other team coaching credential if you are providing coaching supervision to individuals who are applying for, or renewing, their ACTC.

Is the total coaching supervision hours requirement for ACTC applicants changing?

No. ACTC applicants will still need to complete 5–10 hours of coaching supervision (depending on their application pathway). The hours can be in group or individual sessions.

Renewal candidates can continue counting up to 10 hours of receiving or delivering eligible coaching supervision as Core Competencies credits.

Why is ICF updating requirements for ACTC and credential renewal candidates?

ICF is introducing this update to ensure clarity, consistency, and a better experience for coach applicants worldwide. With the introduction of the CSS, ICF establishes a clearer, more consistent global standard for education, ensuring that supervisors are knowledgeable about coaching supervision competencies and practice. The CSS now counts as one of the recognized designations for coaching supervisors working with ACTC applicants.

This update streamlines and clarifies the requirements for selecting a supervisor, while enhancing quality and rigor. Instead of requiring a combination of supervision education + experience, the CSS introduces a more consistent standard.

How do I learn a Coaching Supervisor Specialization?

There's only one application path. To apply, you'll need to:

- 1. Hold an active coaching credential at the PCC or MCC level.**
- 2. Hold an active ACTC or team coaching credential from another professional coaching body**, if you are providing coaching supervision to ACTC applicants or ACTC renewal applicants.
- 3. Complete 41 or more hours of education aligned with the Coaching Supervision Competencies.**
 - At least 50% of these hours must be completed synchronously.
 - Your training must include instruction on the ICF Coaching Supervision Competencies, including:
 - Ethical guidance.
 - Supportive environments.
 - Reflective practice.
 - Client and practitioner development.
 - Group supervision dynamics.
- 4. Submit your CSS application. Upon award, you'll receive a CSS digital badge and a complementary listing on the ICF Coaching Supervisor Registry.**

What is synchronous versus asynchronous education?

Synchronous education is educational programming provided in real time with a live instructor. It can be in person or virtual.

Asynchronous education is any learning activity completed on your own time or self-guided. It can include, but is not limited to, homework assignments provided by your instructor or on-demand coursework.

Where can I get my synchronous coaching supervision education hours?

From ICF Accredited programs, CCE programs, or non ICF accredited programs whose curricula align with the Coaching Supervision Competencies. For more information, please refer to the [Coaching Supervision Education Guide](#).

ICF Coaching Education has launched the Advanced Accreditation in Coaching Supervision (AACS). AACS programs align with the education requirements for the CSS, and those seeking coaching supervision education can search for AACS programs in the [Education Search Service](#).

How much does the application cost?

The CSS application fee depends on your ICF membership status and when you apply:

Introductory pricing (through March 2027)

- ICF member: \$50 USD
- Non-member: \$125 USD

Standard pricing (beginning April 2027)

- ICF member: \$125 USD
- Non-member: \$200 USD

What does the CSS mean for experienced coaching supervisors?

The CSS is designed to recognize and make visible the specialized preparation, advanced knowledge, and professional judgment that experienced coaching supervisors bring to the field. If you have already completed coaching supervision education, those learning experiences can be applied toward the CSS education requirements when they align with the ICF Coaching Supervision Competencies and meet the application criteria.

Will I need new training to continue offering coaching supervision?

Your previous education can count towards the Coaching Supervisor Specialization (CSS) requirements if it meets our education standards (refer to page 8).

If you do not meet the CSS requirements from previous training, you may need additional coaching supervision education hours to qualify.

Any coaching supervision education aligned with the Coaching Supervision Competencies can count towards the education requirements for the CSS.

How do I know if my training counts?

To help you understand if your training will count, refer to the [Coaching Supervision Education Eligibility Guide](#). This guide provides practical direction on what may count as coaching supervision education hours. In general, your training is more likely to count if it:

- Is **clearly linked to the [ICF Coaching Supervision Competencies](#)**.
- Includes **intentional learning**, not just participation or observation.
- Has a **structured educational component**, such as a defined curriculum or learning objectives.

For example: Coaching supervision courses that align with the ICF Coaching Supervision Competencies.

Activities are less likely to count when they are informal; self-directed without structure or oversight; not explicitly tied to coaching supervision development; or primarily operational, administrative, or general professional development.

Note: This guide is designed to support your decision-making. Final eligibility depends on clear alignment with the ICF Coaching Supervision Competencies and the presence of a structured learning experience.

How do I find programs in coaching supervision?

Use the [Education Search Service \(ESS\)](#) to find ICF-accredited programs. Keep in mind that any AACSB accredited programs are directly designated for the CSS and meet the education requirements.

To find ICF-accredited CCE, Level 1, Level 2, or AATC programs with a focus in coaching supervision, click Search towards the bottom to open the entire database.

Once the results populate, click CTRL + F (or Command +F) and search the keywords “coaching supervision” to view programs with “coaching supervision” in the title.

You can discover the total program hours, content of the course, program contact information, and the program website, by clicking on the organization’s name to open their listing.

Do I need to apply for the CSS if I hold a coaching supervision accreditation or credential from a professional coaching body?

No. Coaching supervisors with a credential or accreditation from a professional coaching body, such as EMCC or AC, are eligible to provide coaching supervision to coaches seeking to earn or renew an ICF Advanced Certification in Team Coaching or for professional development toward the renewal of an ICF ACC, PCC, or MCC credential. Supervisors are not required to earn the CSS if they already hold another coaching supervision accreditation.

Accreditation supervisors who wish to earn the ICF CSS, however, must apply for the specialization through ICF. To apply, you will need to document your supervision education and if applicable, your ACTC or team coaching credential from another professional coaching body.

Accredited coaching supervisors are also eligible to be listed on the ICF Coaching Supervisor Registry with your current coaching supervision credential or accreditation.

Can I be listed on the Coaching Supervisor Registry if I do not hold the CSS?

Yes. ICF recognizes supervision accreditations from other coaching and coaching supervision professional bodies, such as EMCC and AC. Supervisors who have earned accreditation in supervision from these bodies may be listed on the ICF Coaching Supervisor Registry and provide supervision to ICF credential holders and candidates.

To apply for a listing on the ICF Coaching Supervisor Registry, you will be required to document your coaching supervision credential or accreditation from a professional coaching supervision body and upload your certificate or link to your badge indicating the award and expiration dates.

To support individuals working toward, or who have already earned, the ACTC, supervisors must also document that they hold a team coaching credential from ICF or another professional coaching body.

If you do not hold the CSS, your registry listing will be valid for one year, provided the coaching supervision credential or accreditation on file remains current. If it expires during the year, you may update your information with ICF to maintain an active listing on the Coaching Supervisor Registry.

To renew your annual listing, you must submit a current coaching supervision credential or accreditation and, where applicable, a current team coaching credential or accreditation.

Do I have to pay to be listed on the ICF Coaching Supervisor Registry or to renew my listing?

If you hold the CSS, your registry listing is included with your CSS application and renewal fee. Your listing will remain on the registry as long as your CSS is active.

Supervisors who hold a supervision credential or accreditation from another coaching professional body may also apply for a listing on the ICF Coaching Supervisor Registry. These listings are valid for one year, after which they must be renewed. A \$50 USD application fee — and a \$50 USD annual renewal fee — apply to cover administrative costs.

What are the CSS renewal requirements?

To renew your CSS, you will need:

- 10 hours or more of continuing coaching supervision education since your CSS award or last renewal.
 - At least 5 hours must be receipt of coaching supervision.
 - Up to 10 hours of the professional development requirements for renewal may be completed through receipt of coaching supervision.

How much does the renewal application cost?

The CSS — and inclusion in the Coaching Supervisor Registry — is valid for three years.

To renew, you must complete:

- 10 hours of coaching supervision professional development aligned with the ICF Coaching Supervision Competencies.
 - At least 5 hours must be receipt of coaching supervision.
 - Up to 10 hours of the professional development requirements for renewal may be completed through receipt of coaching supervision.

CSS Renewal Fee

- ICF Member Price: \$100 USD
- Non-Member Price: \$200 USD

What is the difference between coaching supervision and other developmental approaches (e.g., teaching, mentor coaching, consulting, and therapy)?

Developmental Approach	What It Focuses On	How Coaching Supervision is Different
Mentor Coaching	Strengthening coaching skills in alignment with the ICF Core Competencies.	Coaching supervision is broader. It explores the coach's internal responses, patterns, and ethical awareness — not just skills in relation to the ICF Core Competencies.
Teaching / Training	Transferring knowledge, tools, and techniques through structured learning	Coaching supervision is emergent and reflective, not curriculum-driven or content-led.
Consulting	Diagnosing a problem for a client and then providing advice, solutions, or recommendations.	Coaching supervision avoids giving answers; it facilitates insight, perspective-taking, and professional growth.
Therapy	Improving mental health and giving you tools to navigate life's challenges.	Coaching supervision focuses on a coach's professional practice (including impact, ethics and presence), not on treating psychological conditions or personal therapy needs.

Where can I read more about the research behind the Coaching Supervision Competencies?

The ICF Coaching Supervision Competencies were developed using a job task analysis to identify the knowledge, abilities, specific job tasks, and other characteristics for success in a particular role. You can read more about the development of the Coaching Supervision Competencies [here](#).