



What our clients say about us...

"Norris & Fay's group supervision offering is, as far as I know, unique in the Irish market. It allows busy coaches the time to sit back, draw a breath and share experiences and learnings in a confidential and safe environment. Pam and Isolde are highly skilled facilitators. They are hugely supportive coaches but they also challenge us to be the best we can be and that makes for really interesting sessions where we always learn and grow. For anyone who is looking for some really top class supervision in a unique team environment I could not recommend Norris & Fay enough. I am delighted I am involved and look forward to growing and fine-tuning my coaching skills as a result"

Clodagh Hughes

CEO Motive8 www.motive8.ie

"Participation in group supervision with Pam and Isolde is a rich learning experience. It is great opportunity to reflect on specific coaching issues from my own practice and that of other participants. In terms of my own continuing professional development as a coach it definitely met my expectations. I would strongly recommend it to other coaches."

Michele Murphy

WWW.FULLSAOL.COM

Who We Are

About Us

Pamela Fay

BA, MBS, DipAdvMgtBEC, ProfDipAdvBEC

I established my business, Business Performance Perspectives Ltd in 2004. I specialise in performance management and coaching for performance. I coach individuals and teams across industries in Ireland and the UK.

Isolde Norris

BA, MBA, DipAdvMgtBEC, ProfDipAdvBEC

I established KOI Business Coaching & Consulting Ltd in 2009 specialising in executive coaching, leadership and team development and organisational change services. I have global experience working with clients from a diverse range of industry sectors including telecoms, IT, pharmaceutical, FMCG, semi-state and not for profit.



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NORRIS & FAY COACHING

Collaborating on programmes in coaching, leadership and people development

Group Supervision

The aim of Group Supervision is to develop coaches in the service of their work with clients. Supervision provides a space in which supervisees can reflect on themselves and their practice. It is an opportunity to connect with others in a supportive learning environment.

Coaches will have an opportunity to bring topics that are arising for them in their practice to the session, to work on those topics and gain new insights and perspectives from their peers and facilitators.

Best practice dictates that all coaches should undertake regular supervision and it is a requirement for accreditation. Our sessions run for four hours six times per year. Coaches can join the group for one or more sessions or can commit to joining for the year.



Approach

Both supervisors take a psychological approach to coaching as that has been our training in the UCD Smurfit School and Pamela has trained as a relational coach in Ashridge Business School in the UK.

The benefit of group supervision is learning from one another, listening to new perspectives and gaining new awareness on topics that are important to our practices and us as coaches. It is an opportunity to step back from your work as a coach and reflect on your coaching practice and the system that you are working in.

Two of the six supervision sessions will focus on a specific area of professional development/theory that is decided by the group. As well as being grounded in the theory of coaching supervision, we work in an experiential way. In supervision we will use bodywork and creative approaches to support the work that we do.

We provide you with a structured, safe environment to reflect on your practice. New awareness and insights about your coaching practice from your peer group. New learning about coaching approaches and practices outside of your own work. Access to experiential exercises in sessions to support your practice



Program Details

Time: 09.30am to 1.30pm

Dates:

2016: 3rd November (availability), & 17th November (FULLY BOOKED).

2017: 19th January, 9th March, 6th April, 7th September, 1st November.

Cost:

The cost per session is 200 euro plus VAT.

Location:

The RDS Members Club, Ballsbridge, Dublin 4. There is parking on site for a small fee and pay parking in the surrounding area.