

Book Review: Coaching Supervision at its B.E.S.T .

Published by Crown House Publishing Limited; ISBN 978-184590862-1 (printed edition)

Overview:

This book focuses on a self-developed model using the acronym B.E.S.T., standing for:
B – building strong, open and trusting relationships, within a safe environment and a focus on outcomes, with a confident mindset

E – engaging through rapport, deep listening, involvement throughout, and ‘clean’ in use of language

S – supporting by providing constructive feedback, using metaphor, and encouraging potential

T – trusting by the sharing of knowledge, experience and skills; encouraging responsibility for their own leaning and growth

Overall, a very useful addition to the current growth of books concerned with coaching supervision. Besides the models and references I expected, there was a noticeable connection for me with Clean Language – not surprising as Jackie is a Clean Language advocate.

The book is well-structured and comprehensive in it’s coverage of the topic, referencing other authors, websites and relevant models, and is peppered with case studies, examples, dialogues and clean language mentions throughout.

The book appears to be aimed at leaders and managers who coach or key people who have a wider responsibility for coaching development within an organisation, perhaps as part of creating a coaching culture. It also will attract existing coaching supervisors who wish to extend and be current with their own development and CPD. There is relevance for students studying for ILM qualifications in coaching and mentoring, but the ILM links are wisely not overplayed here.

Whilst BEST does contain a lot of known models and techniques from related fields, such as NLP, TA, Flow, Presence and Mindfulness, it summarises them neatly without too much repetition and skillfully avoids becoming an academic tome full of weighty references.

I found the case stories surprisingly engaging and noted down several points for further reference.

The content covers core principles and tools like contracting, definitions, plus useful sections on before, during and after supervision sessions, aids for reflection and awareness, energy flow and mindfulness, plus a good review of the 7 eyed model used extensively in coaching supervision.

I found the last two chapters lacking in real depth; the Future Trends and Research chapter was a bit lightweight and lacking in any current insight. I wonder whether the author could have drawn on recent research to strengthen her assertions.

Reviewer's rating

For me, by far the most interesting aspects of this book were the numerous references and case study 'interviews' that bring the text alive. Jackie has a lively and engaging style of writing and shares examples and applications from both her professional and personal life.

This is a good addition to the bookshelf for those aspiring to develop coaches under their wing. It provides many practical frameworks and models to take supervision forward either individually or for a group or team.

This book will appeal particularly to champions of coach development who wish to include supervision in their strategy to take their organisation forward, as part of an overall people development strategy.

Value for money? I'd say "yes" with a 4/5 star rating.

Reviewer:

Peter of Peter Welch Coaching www.peterwelchcoaching.co.uk is an executive coach, coaching supervisor, and facilitator. He is also a co-founder of the Association Of Coaching Supervisors (AOCS), who provide a network of qualified supervisors in the UK and abroad to support coaches and organisations who employ coaching: www.associationofcoachingsupervisors.com

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