



SUPERVISION INFORMATION DOCUMENT

EMCC GLOBAL ACCREDITATION

June 2026

EMCC GLOBAL SUPERVISION FRAMEWORK

This document presents EMCC Global's policy on supervision and provides information and guidance. It addresses the following questions:

- **What is coach supervision?**
- **Why is supervision important?**
- **What kinds of supervision are there?**
- **How much supervision do I need?**
- **Group supervision**
- **How may I find a supervisor?**
- **How should I select a supervisor?**
- **How may I train as a supervisor?**
- **How may I gain accreditation as a supervisor?**
- **What are the core competences of a supervisor?**

TERMINOLOGY

The term 'practitioners' refers to internal or external coaches/mentors and supervisors.

The term 'client' refers to the coachee/mentee and supervisee.

'Practice' refers to the practice of coaching/mentoring.

WHAT IS COACH SUPERVISION?

The word supervision has a different meaning when used in our context compared with in common, everyday speech. It does not refer to the act of managing or overseeing someone's work, and the supervisor is not present when the supervisee is working with their client.

Supervision is a form of professional support for the practitioner and occurs separately from the interaction with the client. It is primarily a dialogue relating to practice, an opportunity to reflect on and make sense of actual client encounters. (For a comprehensive understanding of supervision from EMCC Global, please refer to the [Supervision Framework](#).)

EMCC Global's definition of supervision is:

- A safe space for reflective dialogue with a practicing supervisor, supporting the supervisee's practice, development and well-being.

The purpose of supervision is:

- To ensure the supervisee maintains appropriate professional standards
- To facilitate the development of the supervisee's professional practice
- To provide support for the supervisee's well-being

Supervision is not limited to reflection on specific client cases. Amongst other things, it can be a forum in which the supervisee:

- discusses ethical dilemmas
- reflects on personal strengths and development areas within their range of professional competences
- supports the supervisee to maintain well-being and psychological health
- addresses more general themes in relation to the development of their competence, capacity and professional identity
- maintains a sense of perspective, viewing their practice as if 'from the balcony'
- explores the direction in which they wish to develop their role and professional practice
- develop skills as a reflective practitioner

WHY IS SUPERVISION IMPORTANT?

Reflective Practice

First and foremost, supervision is a form of facilitated reflective practice; it is a reflective dialogue that is designed to ensure we are all delivering our best work in the service of our clients, their organisations and all stakeholders.

Accreditation

Accreditation supports and regulates an individual's ongoing professional practice and provides a focus for their ongoing development. A commitment to supervision is a requirement for accreditation as a practitioner.

Professional Assurance

EMCC Global requires supervision for evidence of professional practice, and it is a means by which practitioners can ensure they are acting with responsibility and accountability.

Ethics and Inclusivity

EMCC Global adopts an integrated approach. The [Supervision Framework](#), [The Global Code of Ethics](#) and [Diversity and Inclusion Declaration](#) sit alongside other resources that contribute to the awareness of the supervisor, whose role includes supporting the supervisee to maintain high, ethical standards in their practice, and maintain an inclusive mindset and approach.

WHAT KINDS OF SUPERVISION ARE THERE?

In the coaching and mentoring community there are three common types of supervision:

1. Individual Supervision

In this process, a practicing supervisor meets the supervisee on a one-to-one basis, either in person or remotely.

When working towards accreditation, e.g. Global Individual Accreditation/s, EMCC Global requires candidates to have individual supervision to support their development, maintain high standards and receive individual attention.

2. Group Supervision

Group Supervision occurs when there is more than one supervisee in the session and it is being led by a qualified supervisor (ideally accredited).

Group supervision is a structured, collaborative, and reflective process in which practitioners bring their work to a supervisor and peers in order to learn, receive support, and maintain ethical and professional standards. Through dialogue, collective intelligence, and multiple perspectives, the group explores the practitioner, the client, the relationships and dynamics involved, and the wider organizational and systemic context. Effective group supervision balances developmental learning, accountability, and restorative support while deepening awareness, competence, professional identity, and the group's shared capacity to generate insight and wise action.

One of the advantages of this format is that the supervisees benefit from each other's input, as well as that of the supervisor/s. The supervisor engages the collective intelligence of the group.

3. "Peer Supervision" or Peer Groups

Groups of peers may come together regularly to support each other as practitioners. The process is not led formally by a qualified supervisor. This type of support is most effective when (at least some of the) participants are accredited and also have some training in supervision skills.

HOW MUCH SUPERVISION DO I NEED?

EMCC Global requires supervision of practice for a minimum of four hours of **individual supervision** per year, evenly distributed across the twelve months. In addition, the minimum ratio of practice to supervision, for an experienced practitioner is 35 practice hours to 1 hour of supervision received.

EMCC Global also believes that the more work a practitioner undertakes, the more they will benefit from supervision. Practitioners are required to think about the type, duration, and frequency of supervision that they need to be supported in their work and context. For example, in addition we expect all supervisors to have supervision on their supervision practice.

After the minimum criteria are met, it is for the practitioner to decide, based on their unique circumstances and needs, exactly how much supervision they require to perform at their best.

GROUP SUPERVISION

All EMCC Global members seeking accreditation are required to have *individual supervision*. Individual attention in a Group Supervision setting will be considered for accreditation on an *exceptional* case-by-case basis only, according to **circumstance, accessibility (including language and cultural considerations) and/or means.**

If these criteria apply, then each case will be subject to confirmation of the following:

- Group Process
- Qualification of the Group Coach Supervisor (see below)

Confirmation from the group coach supervisor that the coach has received 4hrs of individual supervision of their practice within the group supervision setting (Evidence required)

HOW MAY I FIND A SUPERVISOR?

You may wish to select a supervisor from the list of almost 1000 ESIA holders worldwide, available on our website. These are individuals who have been accredited as a coach supervisor with EMCC Global.

EMCC Global also accredits supervision training programmes. Accredited supervision training programmes are awarded an ESQA. You also may find that one of the ESQA accredited training providers will be able to offer you names and contact details of potential supervisors.

HOW SHOULD I SELECT A SUPERVISOR?

- EMCC Global requires that you select a supervisor that is a Senior Practitioner Coach or equivalent with ICF, AC, APECS etc. has successfully completed a coach supervision training programme, so is qualified as a coach supervisor, and/or is an accredited supervisor, with EMCC ESIA, for example.
- If a supervisor is not ESIA accredited, they need to demonstrate that they are Senior Practitioner coaches or equivalent, that they have a minimum of 120 hours as a supervisor and that their supervision qualification is equivalent to ESQA (i.e. a minimum of 100 hours of training etc.).
- They abide by the [Global Code of Ethics](#) for Coaches, Mentors and Supervisors.

HOW MAY I TRAIN AS A SUPERVISOR?

The EMCC Global Supervision Quality Award (ESQA) endorses over 20 supervision training programmes. Coaches and mentors interested in pursuing a supervisory career are referred to the list of ESQA accredited providers.

There are other supervision training programmes which do not currently carry the ESQA award. If you are looking at these programmes, you are encouraged to find out what the ratio of taught input vs skills practice vs personal reflection is. We encourage you to select a programme in which skills practice occupies a significant proportion of the total qualification time.

Please note:

Qualification refers to the level of your training. You may gain a supervision qualification on completion of a course with your preferred training provider. You may remain qualified many years after you completed this, even if you stopped practicing.

Accreditation refers to your ongoing practice; it relates to the present.

Accreditation is a mechanism by which a professional body regulates quality within that profession. Accreditation with EMCC Global must be renewed every 5 years.

HOW MAY I GAIN ACCREDITATION AS A SUPERVISOR?

As mentioned above, the EMCC Global Supervision Individual Accreditation (ESIA) is EMCC Global's accreditation for individual supervisors.

The following criteria apply to candidates seeking ESIA:

- Accreditation as a coach/mentor with EMCC at EIA Senior Practitioner Level or above
- Completion of an ESQA programme or equivalent
- Minimum 120 hours supervision practice experience
- Confirmation of ongoing commitment to
 - Continuing professional development
 - Supervision of supervision
 - Reflective practice
- Compliance with Ethics and Diversity statements
- Maintenance of
 - Supervision Client Log
 - Continuing Professional Development Log
 - Supervision of Supervision Log
 - Reflective Log
- Collecting feedback from 5 supervisees

If you are interested in applying for this, please visit the [EMCC Global Website](#)

WHAT ARE THE CORE COMPETENCES OF A SUPERVISOR?

EMCC Global takes the approach that competence frameworks can be helpful triggers for dialogue and debate; they can provide practitioners, trainers and assessors with valuable reference material; they act as a container for ideas and help answer the question 'what does good look like?'

At the same time, EMCC Global accepts that competence frameworks only tell part of the story, and some of the core qualities of the person cannot be captured in frameworks and definitions.

EMCC Global has a framework for supervision which has evolved based on research and feedback over the years, the full version of which can be [downloaded here](#).

It contains eight core competences, as described below:

CONTRACTING

1. Manages the Supervision Contract and Process

THE FUNCTIONS OF SUPERVISION

2. Facilitates Development
3. Provides support
4. Promotes Professional Standards
 - a. Professional Practice
 - b. Ethical Practice
 - c. Reflective Practice

THE CAPACITY OF THE SUPERVISOR

5. Self-Awareness
6. Relationship Awareness
7. Systemic Awareness

WORKING WITH GROUPS

8. Facilitates Group Supervision

These competence headings are supported by 46 behavioural indicators. It is not expected that every supervisor should exhibit each one of these or treat them as a checklist. Rather, they are intended to stimulate awareness and promote understanding.

SUMMARY

The field of supervision is currently quite well established.

New forms of coaching, mentoring and supervision are emerging. As this occurs, EMCC Global aims to follow suit by updating its systems and processes to remain relevant and continue supporting practitioners in all fields.

There is a range of membership networks and groups supporting continuing professional development and research in the field of supervision. Active supervisors are encouraged to participate in these in order to remain current and connected to the latest developments in theory and practice.

We hope this is a useful guide to supervision, what it is and the vital role it plays in upholding standards and building the profession.

Should you have any unanswered questions, please get in touch via the [EMCC Global website](#).

EMCC Global, founded in 1992, exists to develop, promote, and set the expectation of best practice in mentoring, coaching, and supervision globally for the benefit of society. Our vision is to be the 'go to' body in mentoring, coaching, and supervision.



A home where coaching, mentoring
and supervision create meaningful
growth and sustainable impact



www.emccglobal.org



@emccglobal



@emcc.global



@emcc_global



@emccglobal1464

EMCC Global, Avenue Paul-Henri Spaak 17,
1060 Brussels, Belgium
Contact: accreditation.admin@emccglobal.org