

# IANLP International Association for NLP

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Some Impressions from  
the Meeting

Cyber Café, June 1, 2022

## Intro Topic

by Ueli R. Frischknecht (Secretary General)

- >>> Distinction between Coaching and Supervision.
- >>> 'Coach IANLP' is a high-level competency recognition.  
It may not be earned through school-based training alone.

with lively

## Open Discussions



# Topics

Cyber Café, June 1, 2022

Topic

1

## Infos from Headquarters Office

- Distinction between Coaching and Supervision.
- 'Coach IANLP' is a high-level competency recognition. It may not be earned through school-based training alone.

Topic

2

## Topics

- Topics you would like to discuss and/or share.



## Distinction between Coaching and Supervision

Supervision, rather a new profession

The IANLP defines supervision as follows:

***"Supervision is the process of continuous reflection of professional practice.***

*The supervisor helps the supervisee to reflect his/her own attitudes and actions in her/his professional field of activity."*

Talking about  
what went good  
and what needs to  
be improved.

### A bit of History:

The **'Balint Group'** is probably one of the earliest methods of **clinical supervision** to be provided for family doctors. Michael and Enid Balint started in London in the 1950s to bring GPs (family physicians) together to reflect on their professional practices.

**Contemporary supervision** builds on the experience gained and provides the supervising professionals with a broad set of expertise and approaches.

In 1997 the European Association for Supervision was founded. <https://anse.eu/>

## Distinction between Coaching and Supervision

Supervision, rather a new profession

**Beware: Supervision and supervision are not the same!**

### Counselling Supervision

The supervisor has no hierarchical relationship with the client (supervisee). The supervisor has no authority to issue directives and works independently of the supervisee's employer.

The supervisor asks questions and helps the client to reflect upon his/her processes.

The supervisor has not to be 'better' than the supervised person in the person's field of professional competence. Often it is better even for the process of supervision, if the supervisor does not know much about the field of professional competence of the supervisee.

### Industrial Supervision

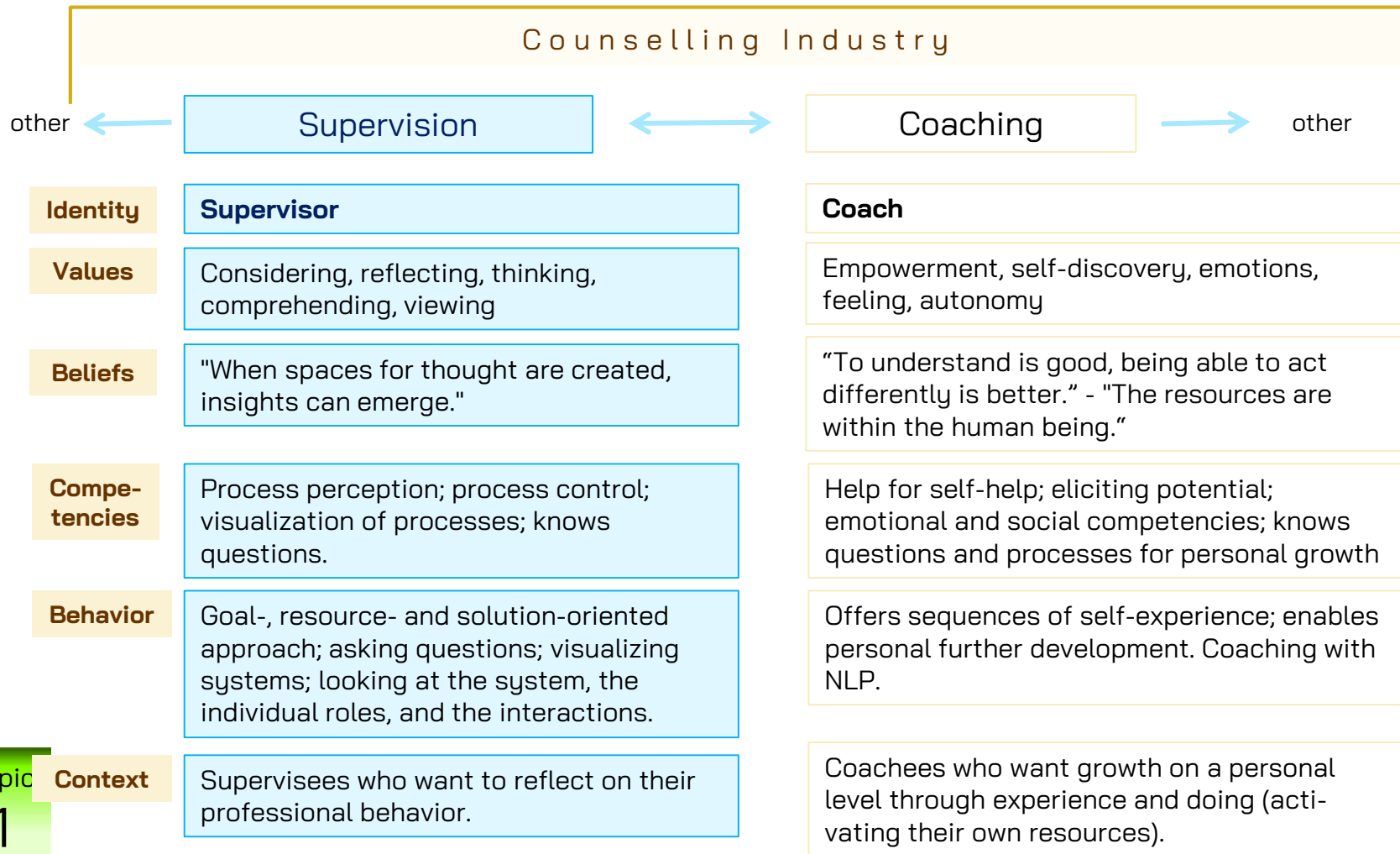
This supervisor is often in a hierarchically higher position and performs controlling and monitoring tasks.

This supervisor gives assignments/orders and evaluates/judges the quality of the work.

This supervisor usually needs high competence in the supervised persons field of working.

# Distinction between Coaching and Supervision

Supervision in the context of the larger professional field.



Topic  
1



## Distinction between Coaching and Supervision

*In short*

### Supervision

**Supervision is the process of continuous reflection of professional practice.**

The supervisor helps the supervisee to reflect his/her own attitudes and actions in her/his professional field of activity

### Coaching

**Coaching is unlocking a person's potential to maximize their own performance. <sup>1)</sup>**

Coaching focuses on empowering the coachee as the goal of the interventions. The tools of NLP Neuro-Linguistic Programming are exceptionally well suited for this purpose.

## Distinction between Coaching and Supervision



Intervision  
is Supervision between Peers

Peers = from the same  
professional field

Supervisor may be from  
outside the professional field

**Any Comments?  
Questions?**

Of course Intervision may  
happen between professionals  
from different professional  
fields too.

'Coach IANLP' is a high-level competency recognition.

'Coach IANLP' is a high-level competency recognition.

→ It may not be earned through school-based training alone.

Why?

Certificate 'Coach IANLP' requires the following **competencies** ...

- 1) NLP Master IANLP
- 2) competence in at least five (5) different coaching methods, or methods of humanistic psychology (*"expert knowledge of the various methods and approaches to coaching"*).

... and the following **experiences**:

- 3) several years of successful practice
- 4) to have a broad range of experiential knowledge and skills at disposal

These **competencies** and **experiences** (1 to 4) cannot be earned through school-based training.

The fulfillment must be checked and assessed for each applicant individually.





'Coach IANLP' is a high-level competency recognition.

## Conclusion

It is not possible to offer a training with final certification 'Coach IANLP'.

A Fellow Member Trainer may offer

- a 'preparatory course' for the acquisition of the title 'Coach IANLP'.  
*"The preparatory course 'Coach IANLP' assists qualified coaches to meet the criteria defined by the IANLP for certification."*
- Any training which can be recognized as a component of Coach IANLP.  
*Such trainings may be credited with a description "This training may count toward the criteria for obtaining the title of 'Coach IANLP'"*.

