

## Facilitation Guide Supervisors GCP Module 1 – September 7, 9 and 11, 2026

| Time CEST Amsterdam time                  | What                                                                                                                                                                                                                                                                | Who                                                               |
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| <b>Monday September 7<sup>th</sup></b>    |                                                                                                                                                                                                                                                                     |                                                                   |
| 8.15-8.30                                 | Pls join the call at 8.15 CEST for check in with Staff group                                                                                                                                                                                                        | Staff group: Charlotte, Frank, Veronique, Laurent, Els, Stephanie |
| 8.30-10.00                                | <p>Start of the program</p> <p>Be ready to share your artefact once participants have shared theirs: 1 minute each</p> <p>You can sign of at 10 AM</p> <p>Els will introduce the ITI instrument and the ITI surveys will be distributed after the end of Day 1.</p> | Els, Participants, Supervisors                                    |
| <b>Wednesday September 9<sup>th</sup></b> |                                                                                                                                                                                                                                                                     |                                                                   |
| 8.15-8.30                                 | Pls join the call at 8.15 CEST for check in with Staff group                                                                                                                                                                                                        | Staff group: Charlotte, Frank, Veronique, Laurent, Els, Stephanie |
| 8.30-9.00                                 | Opening of the day, Reflections, Agenda                                                                                                                                                                                                                             | Els                                                               |
| 9.00-16.00                                | Break out in Supervision groups. Break out rooms are set up by Stephanie                                                                                                                                                                                            | Supervisors                                                       |
| 9.00-9.30                                 | Rapport building and contracting: what do we need to agree on as a Supervision group to work together in a safe and meaningful way, so that we can maximize our learning?                                                                                           |                                                                   |

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| 9.30-9.50  | <p>Introduce the Drawing:<br/>         Draw your Self-Portrait according to 7 Dimensions: Head, Heart, Gut, Work, Leisure, Past and Future.</p> <ul style="list-style-type: none"> <li>- 20 minutes drawing</li> <li>- Give participants instructions to take a photo of their drawing and upload it on their computer, ready to share</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| 9.50-10.40 | <p><b>Participant 1</b><br/> <u>Part 1:</u> Participant pulls up drawing: others freely associate first for max 5 minutes, then Participant explains.<br/>         Supervisor facilitates questions from the group and shares own questions or remarks<br/>         About 20 min for the discussion on the drawing</p> <p><u>Part 2:</u> Share the ITI report, explain the instrument when necessary (<a href="https://kdvi.com/inner-theatre-inventory-iti/">https://kdvi.com/inner-theatre-inventory-iti/</a>)</p> <p>Make sure you have all Participants ITI's ready on your compute to share! (in case the participant doesn't have the report ready). Your choice if you or the participant shares the survey on the screen.</p> <p><u>Potential questions:</u></p> <ul style="list-style-type: none"> <li>- What was surprising to you, what was confirmed? What was difficult to see?</li> <li>- How do you apply these values, beliefs, attitudes in your daily life?</li> <li>- How do you apply them when you Coach?</li> <li>- How do they influence how you show up in Groups and/or teams?</li> </ul> |  |

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| 10.40-11.30 | <ul style="list-style-type: none"> <li>- What are you particularly sensitive to?<br/>What sort of links can you make with your self-portrait/life narrative?<br/>.....</li> </ul> <p>About 30 minutes for the ITI</p> <p><b>Participant 2</b></p>                                                                                    |  |
| 11.30-11.40 | Break                                                                                                                                                                                                                                                                                                                                |  |
| 11.40-12.30 | <b>Participant 3</b>                                                                                                                                                                                                                                                                                                                 |  |
| 12.30-13.30 | Lunch                                                                                                                                                                                                                                                                                                                                |  |
| 13.30-14.20 | <b>Participant 4</b>                                                                                                                                                                                                                                                                                                                 |  |
| 14.20-14.30 | Break                                                                                                                                                                                                                                                                                                                                |  |
| 14.30-15.20 | <b>Participant 5</b>                                                                                                                                                                                                                                                                                                                 |  |
| 15.20-16.00 | <p>Reflections:</p> <p>10-15 minutes individual quiet journalling time</p> <ul style="list-style-type: none"> <li>- What are you taking away from the day for you in your development journey as a coach?</li> <li>- What did you notice in yourself when sharing your life narrative and ITI? What emotions felt strong?</li> </ul> |  |

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|  | <ul style="list-style-type: none"> <li>- How was it to work in this Supervision group? What came easy, what did you find more challenging?</li> <li>- Any identified triggers that occur when you participate in a group/team?</li> <li>- What are your identified defence mechanisms in a group/team?</li> <li>- What role do you tend to take up easily? How does that relate to your ITI?</li> <li>- What may you evoke in other members of the group/team?</li> <li>- What would you need to monitor or develop in myself in the role as coach?</li> </ul> <p>Personal Development Plan: draft your PDP with respect to your development journey as a coach.<br/>The first draft of your PDP will be discussed in our first 1-on-1 with the Supervisor.</p> <p>15-20 minutes sharing</p> <p>Closure and wrap up:<br/><u>In preparation of Day 3, pls reflect on:</u></p> <ul style="list-style-type: none"> <li>- What psychodynamic concepts help explain some of the dynamics in me and/or the supervision group?</li> <li>- What did you Supervisor do to: <ul style="list-style-type: none"> <li>- Build the container?</li> <li>- Create psychological safety</li> <li>- Held the group? Held the boundaries and the role as Supervisor?</li> </ul> </li> </ul> |  |
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|  | <p>Pls refer to the Participant guide book that we have prepared for them, with all reflective exercises etc.</p> <p>Remind them of the first Intervision group session<br/> <b>On September 16<sup>th</sup>: 11-11.30 AM CEST.</b></p> <p>This first intervision session will be facilitated by you. (The other Intervision sessions your Supervision group will organize themselves)</p> <p>This first session is for them to bring their own cases and process their experiences together through peer consultation. You will role-model how they can do this together and then they are on their own for the remainder of the intervision sessions.</p> <p>Your next intervention as Supervisor will be:</p> <ul style="list-style-type: none"> <li>- September 16<sup>th</sup>, as mentioned before</li> <li>- Module 3</li> <li>- You will not intervene in Module 2, but it would be good to schedule your second 1-on-1, between Mod 2 and Mod 3, shortly after Module 2 has finished.</li> </ul> <p>We will communicate during the Module through our Whatsapp group: <b>Practicum Team.</b></p> <p><u>Phone nrs:</u><br/> Els: +31 (6) 2006 0203<br/> Stephanie: +44 956 604195</p> <p><b>THANK YOU AND ENJOY!!</b></p> |  |
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