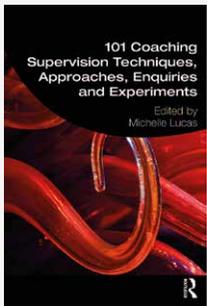


# On the bookshelf: what you're reading



## 101 Coaching supervision techniques, approaches, enquiries and experiments

**Michelle Lucas (ed)**  
Routledge 2020  
ISBN 9780367481155  
£29.99 (e-book £26.99)

This comprehensive anthology is designed to provide the reader with practical ways to facilitate and support the supervision process. The editor, Michelle Lucas, is a practising executive coach and supervisor, described in the book as '...an innovative practitioner interested in exploring atypical applications of coaching supervision'.

Experiments and techniques are described in detail by the 30 or more contributors, who helpfully provide direction on when and how to use them. The book's introduction usefully sets out 'short-cut' icon illustrations of how each technique or experiment can be utilised, offering a consistent approach in each chapter, eg in what context the experiment or technique can be used and the typical level of experience required. The contributors suggest additional ways in which the experiments might be used, for example, a reflective writing technique (p7) can also be used by coaches with their clients. The technique 'arrivals and departures' (p12) is one in which supervisees are invited to choose from a

range of picture postcards of images to be used for reflection in supervision. The steps for use include: 'Remind them not to overthink it, but to use a more instinctive approach...'. I have used this type of approach in my own practice when working with groups. It does work well for generating discussion, and people are often surprised by what emerges from their intuitive choice of image. I think this book might be especially valuable for supervisors, coaches, trainers and practitioners who work with groups.

The book covers 10 key approaches to coaching supervision, and each modality is explained at the beginning of each chapter, offering a helpful synopsis for those who may be unfamiliar with the particular approach. These include: eclectic, existential, Gestalt, person-centred, positive psychology, psychodynamic, solution-focused, systemic, Thinking Environment and transpersonal.

The editor has crafted a well-put-together book, with contributions from many well-known and experienced practitioners in the field, for example David Clutterbuck, Linda Aspey and Ernesto Spinelli. It will be particularly attractive to supervisors and coaches who enjoy learning from and using techniques and exercises. However, some of these approaches may also initiate phenomenological processes for supervisees and clients, such as the aforementioned 'arrivals and departures' experiment.

This book has a lot to offer in its 399 pages. It provides useful reminders about the use and role of supervision in different modalities. For example: 'The supervisor needs to attend to the key functions of supervision in a way that honours the supervisee's inherent resources' (Linda Aspey, p174).

From a personal perspective, some of the exercises were a little long for me (over two pages), and at times I found myself getting a little lost in the detail.

As a person-centred (PC) practitioner, I understand this philosophy the most

and I particularly enjoyed and appreciated Linda Aspey's comprehensive explanation of the PC approach, for example that Rogers' theory was influenced by Otto Rank.

In conclusion, this book is full of practical experiments in different modalities and philosophies. It's a resource that can be dipped into and out of, when inspiration is needed to best support your supervisees or clients. It will be useful for newly qualified and experienced supervisors and practitioners alike. I will definitely be adding it to my bookshelf. ■

*Editor's note: this is a review of the e-book*

### ABOUT THE REVIEWER

**Karen Ledger** is an independent person-centred psychotherapist, executive coach, trainer, supervisor and expert witness. She has worked independently as a supervisor for over 20 years with individuals and groups. Karen is the Executive Lead for Supervision with BACP Coaching.



**Due to the current pandemic, we are temporarily unable to send out print copies of books to reviewers.**