

Professional Diploma in Team and Group Leadership Supervision

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Overview

The Professional Diploma in Team and Group Leadership Supervision is a comprehensive qualification designed for experienced professionals, coaches, supervisors, and team leaders seeking to deepen their capabilities in leading, facilitating, and supervising high-performing teams and groups. This program provides advanced frameworks, practical tools, and reflective approaches to empower ethical, sustainable, and psychologically safe team leadership in today's complex work environments.

Program Objectives

Participants will:

- Develop advanced knowledge of team dynamics, group supervision models, and leadership styles.
- Learn to supervise and support team performance, development, and wellbeing.
- Explore systemic thinking and reflective practice to build stronger team cultures.
- Apply evidence-based tools for coaching, mentoring, and team supervision.
- Enhance their ethical leadership capacity and emotional intelligence in team settings.

Key Learning Modules

1. Foundations of Group and Team Supervision

- Group dynamics, roles, and boundaries
- Supervisory competencies and ethical standards

2. Leadership Theories in Practice

- Transformational, distributed, and servant leadership
- Leading in complexity and change

3. Models and Frameworks for Team Supervision

- Hawkins' 7-Eyed Model
- CLEAR, GROW, and systemic team coaching models

4. Psychological Safety and Group Trust

- Managing difficult conversations
- Building inclusion and collaboration

5. Reflective Practice and Feedback

- Use of Gibbs, Johns, and Kolb in supervision
- Cultivating continuous improvement in teams

6. Ethics, Power and Boundaries

- Managing authority, confidentiality, and dual roles
- Supervisory presence and integrity

Practical Components

- Live team supervision labs
- Peer group supervision
- Case study presentations
- Reflective journals and supervision logs

Who Should Enroll?

This diploma is ideal for:

- Team leaders and department heads
- Coaches and mentors seeking supervision skills
- HR and L&D professionals
- Supervisors in clinical, educational, or business settings

Accreditation & Certification

- Awarded by a SHG Academy
- Meets CPD requirements for leadership, coaching, and supervision
- Can lead to professional registration (e.g., AC, EMCC, ICF, AoCS supervision pathways)
- Completed. You'll be awarded your Senior Practitioner level after submitting your assignment and recording.
- Program to Master Practitioner level

Duration and Delivery

- Duration: 6–12 months (modular or intensive)
- Delivery Mode: Blended (online + face-to-face), or fully online
- Assessment: Portfolio, case study, final project, and reflective practice journal

Course work

Written assignment - 5500 words

Video recording 40 mins

6 hours of free supervision hours

Duration of Programme: 6 to 12 months

Led training hours and coaching supervision practice 65 hours

Self-study hours: 40+ hours

Participations' coaching supervision practice hours (In addition to class evidenced-based practice): 15+ hours

Total hours of coaching Supervision Training Programme: 126 + hours

Reflection and Reflexive supervision methods - Using AC and EMCC supervision frameworks and global code of ethics

Continuous Learning/Practice

Master level 500 hours CPD hours, 50 clients, 4 hours supervision hours by supervisor, 5 years coaching practices 500 hours

Expert-Led Learning

As with all SHG Academy programmes, this course draws on best practice, cutting-edge research, and extensive real-world experience.

Our supervisor team are not only expert coach supervisors—they are passionate about shaping the future of the profession. You'll be supported by Master professionals who bring deep knowledge and a strong ethical lens to every stage of your development.

To achieve certification, participants must:

Attend all supervision training days

Plan and undertake a combination of 1:2:1 and multi-person supervision sessions

Reflect on their practice as a developing supervisor and keep comprehensive reflective journals

Attend Six hours 'supervising the supervisor' sessions with their cohort, to support the development of professional practice

Submit and receive feedback on a recorded supervision session

Planning and Delivering Supervision

You'll design and deliver a series of professional coaching supervision sessions, supported by:

A supervision delivery plan

Session records and outcomes

Evidence of applying appropriate supervision models and methods

This component allows you to put theory into action, demonstrating your ability to manage supervision sessions that uphold ethical standards, support coach development, and contribute to quality assurance in supervision practice.

Reflection and Professional Development

To complete the qualification, you'll reflect on your practice and produce a range of developmental outputs, including:

A critical reflection on your own supervision practice

A summary of outcomes and insights from your supervision delivery

A Professional Development Plan (PDP) for your continued growth as a coach supervisor

This reflective process encourages self-awareness, deep learning, and a forward-looking approach to your supervision practice.

Understanding Assessment Criteria (ACs)

Each assessed piece of work, including written assignments, is structured around Assessment Criteria (ACs). These criteria break down the required knowledge, understanding, and evidence needed to meet the qualification standards. Full guidance on how to meet each AC is provided both within the course content and on the Learning Management System (LMS), helping you understand what's expected and how to structure your responses effectively.

CPD Hours

This programme has been approved by the Association for Coaching (AC) for Continuing Professional Development (CPD) hours. These hours contribute to your ongoing professional development and can be used as evidence of your commitment to maintaining high coaching standards. 1 hour = 1 CPD hour

Developing Practice Through Observation

Why am I required to make a video recording?

As part of all AC qualifications, as well as the SHG Academy Coaching

Supervision qualification, participants are required to take part in an observed coaching session and receive developmental feedback.

We believe feedback is most valuable after the taught phase of the programme, once your coaching or mentoring practice has had time to grow and mature.

Therefore, our programmes include a requirement to submit a recorded coaching, mentoring, or supervision session, approximately 45 minutes in length. This can either be recorded with a real client (with appropriate contracting in place), or arranged as a co-coaching session with another member of your cohort.