



**Mgr. Silvia Gallova, PCC – Supervision framework**

I believe that learning and growing on our own experience is giving a deeper meaning and understanding to our life. I also believe in that whatever we do, we have the capacity to become a master in our field, becoming better and better with each experience. We just need to have a willingness and openness to learn and someone who will help us to recognize our own obstacles in development – our deaf spots, dumb spots and blind spots. For these reasons, and for my own personal experience, I believe in the power of supervision as an important developmental intervention.

I am inspired by definition of supervision by Trudi Newton and Rosemary Napper which says: „Supervision is part of the educational and learning process, perhaps the most important part of development of a trainee or continuing professional development of a practitioner. It can be seen as a key to the most real part of learning, where growth happens through reflection on the supervisee’s individual, live experience.“

In supervision, I invite my supervisee into deep self-reflection process grounded in the protected, supportive and trustful space for safe dialogue. I am bringing my whole attention to help the client to grow, to define blind spots and possible traps. This allows the client to see a bigger picture of his work and offers a safe space for experiments. It’s mutual learning process through stories which supervisee brings.

Supervision for me means education – education through stories and relationships of my supervisee and his clients. As a professional in adult education, I am bringing my expertise from this field also to supervision – by using Kolb’s cycle of learning. Doing this, I invite experiential learning by reflecting on previous supervisee experience and concluding the action plan on the supervision session, and active experimentation in the supervisee’s next practice. Supervisee learn from an experience he considers to be important and is co-creating the learning outcome together with me. Therefore, the learning is relevant for him and immediately applicable in his professional practice.

In my supervision practice, I use the theory of Transactional Analysis as a foundation for my work and also as a psychological model which helps me to understand, describe and explain people’s behaviour. Utilising the models of Life statements, Ego states, Drivers and Psychological Games I am helping my supervisees to understand their own inter-personal process or processes which are happening between them and their clients.

Supervision sessions are always structured into three parts:

1. Managerial – making and overall picture of supervisee’s work
2. Supportive – providing emotional support, reflecting on supervisee’s needs
3. Developmental part – providing reflective space for supervisee’s experience, fine tuning the practice, increasing the range of interventions

To achieve a balanced equilibrium of all these three parts, I am using the Seven-Eyed model of supervision, which enables different perspectives on the supervisee’s story and is maximizing the learning outcomes from the session.

I am ICF certified coach on PCC level, with more than 900 hours of coaching experience and 230 hours of coaching-specific education. As an official coach-mentor, I help other coaches to improve their coaching performance. I hold Masters’ degree in Journalism, Diploma in International Relations, and Diploma in Business Coaching and certification in Integrative Coaching. I am also registered Mediator on Slovak Ministry of Justice and certified trainer and facilitator. I have a seven years of managerial experience in the News&Media and Renewables industry.

Based on my professional experience, I provide supervision for coaches, adult learning facilitators, mediators and first-line managers. I usually work on individual level, but I am also running a group supervision sessions. In the case of group supervision, the group is formed in the beginning of the contract and continues as a closed group.

I work in Slovak and English language.