Gestalt Supervision in the Age of AI: A Wholistic Approach

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Gestalt Supervision in the Age of AI: A Wholistic Approach

Designed for experienced coaches developing their practice and professional identity as coaching supervisors, the programme is aligned with the ICF Coaching Supervision Competencies and is designed to prepare eligible participants to pursue the **ICF Coaching Supervisor Specialization (CSS).**

This 90-hour programme integrates Gestalt theory with the ICF Coaching Supervision Competencies and ICF Core Competencies.

Delivered across six two-day modules, together with Orientation, Diploma Day, structured between-module learning and faculty feedback sessions, the programme follows a developmental journey:

Self → Relationship → Field → Possibility → Responsibility → Maturation

Developing coaching supervisors who can work reflectively, relationally and ethically with complexity and uncertainty.

90 hours | 6 modules | 12 module days + Orientation + Diploma Day | ICF Advanced Accreditation in Coaching Supervision

Programme Overview

Gestalt Supervision in the Age of AI: A Wholistic Approach is a 90-hour advanced coaching supervision education programme for experienced coaches developing their practice and professional identity as coaching supervisors.

Rooted in **Gestalt theory** and aligned with the **ICF Coaching Supervision Competencies** and **ICF Core Competencies**, the programme develops the reflective, relational, ethical and professional capacities required to supervise coaches working within increasingly complex relational, organisational, cultural and systemic contexts.

We understand coaching supervision as more than reflection on coaching technique. Supervisory attention may move between the coach as practitioner, the coaching relationship, the client, the supervision relationship, organisational and systemic influences, ethical and professional responsibilities, and the supervisor's own experience and use of self.

The programme therefore asks not only:
"What should I do as a supervisor?"
but also:
"How am I arriving at what I think I know?"

Participants progressively develop the ability to notice more, discriminate more carefully, remain with uncertainty, exercise professional judgement and support another practitioner without taking ownership of their work.

Six Modules - One Developmental Journey

Module 1 - Use of Self as Instrument

What happens in me?

Participants develop awareness of their own bodily, emotional, relational and cognitive responses and learn to distinguish observation, experience, interpretation and hypothesis. The aim is not neutrality. It is awareness sufficient for more responsible choice.

Module 2 - Encounter & Dialogue

What happens between us?

The supervisory relationship becomes part of the material for inquiry. Participants explore dialogue, contracting, trust and safety, contact, challenge, authority, difference, rupture and repair. Enough safety for enough risk.

Module 3 - Field Awareness

What happens within and around us?

Attention widens beyond the individual towards relationships, organisations, culture, identity, power, stakeholders and systems.
Participants learn to ask - *"How is this situation being organised?"*
without losing individual agency or professional responsibility.

Six Modules - One Developmental Journey

Module 4 - Experimentation & Creative Risk

What might we safely experiment with?

Participants move from awareness towards possibility through co-created Gestalt experimentation. Embodiment, metaphor, movement, polarities and perspective shifts are explored while maintaining consent, autonomy and reflective discipline. Experimentation serves inquiry, not performance.

Module 5 - Ethical Practice, Responsibility & Growth

What responsibility follows from what becomes visible?

Participants work with ethical judgement, boundaries, scope, power, confidentiality, professional standards and competing responsibilities. Ethical maturity is explored as the capacity to hold humility without avoidance and firmness without domination.

Module 6 - Group Supervision & Maturation

What kind of supervisor am I becoming and what must remain unfinished?

The programme culminates in group supervision, integration and emerging supervisory identity. Participants work with multiple perspectives, group dynamics, authority, participation, feedback and the complexity of holding several processes simultaneously. Supervisory maturity is understood as unfinished by design.

A 90-Hour Developmental Learning Experience

The programme combines live learning with structured practice, reflection and developmental feedback. The journey includes:

Orientation Phase - Establishing the professional, ethical and developmental frame for the programme.

Six two-day modules - Twelve days of live experiential learning across the programme's developmental arc.

Structured between-module learning - Supervision practice, reflective inquiry, directed reading, case exploration and integration of learning into practice.

Observed Coaching Supervision - Five observed sessions distributed across the programme.

Faculty Feedback & Integration Tutorials - Dedicated opportunities to work with feedback from recorded supervision practice and identify developmental intentions.

Coaching Supervision Experience - As a supervision client and through supervision-on-supervision.

Diploma Day - Final case, reflection and professional-readiness integration.

Learning Through Practice

Developing as a coaching supervisor requires more than understanding supervision conceptually. Participants therefore work with supervision in practice throughout the programme.

Five Observed Coaching Supervision Sessions

Each participant completes five observed coaching supervision sessions across the developmental journey:

- 2 live observed sessions, and
- 3 recorded observed sessions

The observed pathway follows the progression of the programme, allowing participants to explore their developing capacity in areas such as:

- use of self and presence
- contracting and relationship
- reflective inquiry
- field and systemic awareness
- experimentation and restraint
- ethical responsibility
- process management
- professional judgement
- integration of the ICF Coaching Supervision Competencies

The three recorded sessions receive written developmental faculty feedback, followed by dedicated Faculty Feedback & Integration Tutorials. The intention is not simply to evaluate performance.

It is to create a developmental cycle:
Practice → Observation → Feedback → Reflection → Developmental Intention → Further Practice

Learning Through Practice

Coaching Supervision Experience

Participants also complete five hours of coaching supervision experience, separate from the observed-practice requirement:

- 2 hours as a Coaching Supervision Client, and
- 3 hours of Supervision-on-Supervision

Supervision-on-supervision provides a dedicated space to examine the participant's own developing supervisory practice, including relational dynamics, ethical questions, contracting, use of self, boundaries, power, systemic influences and developmental edges.

The programme concludes with a **Diploma Day** and professional readiness dialogue, bringing together case work, observed-practice feedback, reflective learning and the participant's emerging Supervisory Compass. Completion represents a developmental threshold rather than the end of supervisory learning.

What Makes the Programme Different

A Gestalt Approach to Supervisory Maturity

Throughout the programme, we return to several distinctions:

- Awareness before certainty.
- Relationship is information, not proof.
- Field awareness widens inquiry without removing responsibility.
- Experimentation is inquiry, not performance.
- Ethical guidance is not ethical outsourcing.
- Support without rescue.
- Challenge without domination.
- Authority without certainty.
- Not-knowing without abandoning responsibility.

The programme understands supervisory maturity not as having more answers, but as developing greater capacity to notice, discriminate, remain in relationship, exercise judgement and work responsibly with complexity and uncertainty.

And AI?
AI is explored as an optional reflective companion that may widen inquiry, challenge assumptions and surface alternative perspectives.

It does not become the supervisor, assessor, ethical authority or source of professional truth.

The companion extends inquiry; it does not establish truth.

Confidentiality, critical thinking, ethical responsibility and professional judgement remain human.

Who Can Apply?

This advanced programme is designed for experienced professional coaches who:

- hold a current ICF PCC or MCC credential
- have completed at least 500 hours of coaching practice
- are currently practising as coaches and bring active professional experience to the learning process
- are interested in developing a professional identity and practice as a coaching supervisor
- are able to participate fully in the experiential, reflective and practice-based nature of the programme
- complete an individual admission interview with programme faculty before enrolment

By the end of the programme, participants will have:

- practised individual and group coaching supervision;
- completed five observed supervision sessions;
- received written and verbal developmental feedback;
- experienced supervision as a client and supervision-on-supervision;
- developed a Supervisory Compass and continuing development plan;
- integrated Gestalt and ICF supervision competencies into an emerging professional stance.

Join Our First ICF AACS-Accredited Cohort

Beginning **December 2026**

A small international learning group for experienced coaches ready to develop their practice and professional identity as coaching supervisors.

- 90 hours of advanced coaching supervision education
- **Live online** learning with structured practice and reflection between modules
- 6 developmental modules · 12 module days
- Orientation + Diploma Day
- 5 observed coaching supervision sessions
- Individual faculty feedback & supervision-on-supervision
- Language: English

Dates:

- Orientation: 1 December 2026
- Module 1: 8 - 9 December 2026
- Module 2: 12 - 13 January 2027
- Module 3: 9 - 10 February 2027
- Module 4: 9 - 10 March 2027
- Module 5: 6 - 7 April 2027
- Module 6: 11 - 12 May 2027
- Diploma Day: 18 May 2027

Live learning time:

Evening cohort: 17:30 - 21:30
Central European Time (CET)

Investment & Application

Investment:

- €3,500 Programme Fee
- €3,000 Early Bird

Payment plans available.
Early Bird application deadline: 15 November 2026
Final application deadline: 25 November 2026

Ready to explore becoming a coaching supervisor?
Admission begins with a short conversation with us to explore your experience, expectations and fit with the programme.

Apply for the December 2026 Cohort
contact@kinrift.com

90 hours · Live online · English · Limited cohort

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