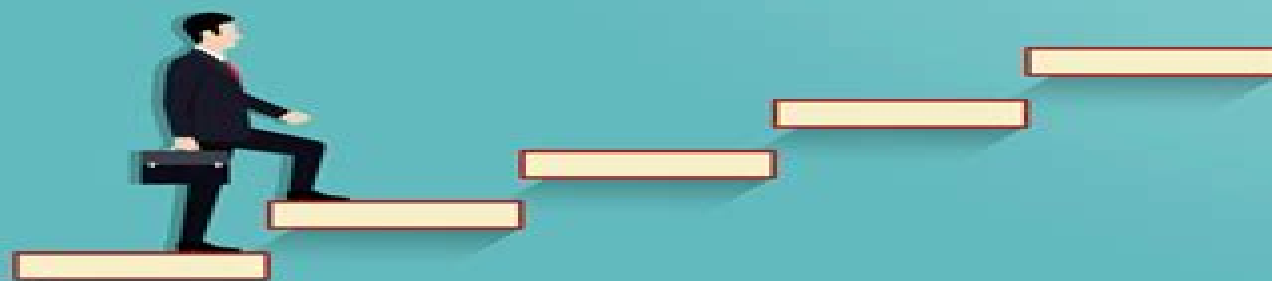


Florence Lamy
Michel Morat

LES OUTILS DE LA SUPERVISION

DANS LES MÉTIERS
DE L'ACCOMPAGNEMENT

2^e édition



INTERÉDITIONS

Les Outils De La Supervision Deacuteteveloppement Personnel Et Accompagnement

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concert elle a besoin de s'isoler pour passer mentalement en revue les moindres roulements de son jeu. C'est un peu le système des skieurs de haut niveau avant une course : les yeux fermés ils mémorisent chaque virage et chaque bosse, chaque pente et de leurs deux mains miment le parcours dangereux qu'ils vont entamer. Clara procède de la même façon mais si l'on peut dire après la course Clara, la jeune violoniste du roman de Philippe Labro, Frantz et Clara adopte ainsi une posture réflexive pour trouver en revivant mentalement son expérience passée en quoi elle a contribué à la réussite ou à l'imperfection du concert du jour. Que l'on soit musicien, skieur ou professionnel de la santé, il est souvent nécessaire de revenir sur ses pratiques pour les connaître. Car il ne suffit pas d'avoir vécu un moment professionnel pour savoir ce que l'on a fait et comment on l'a fait, ni quelle logique interne a guidé notre pratique. Une bonne part de notre vécu reste implicite, nous n'accédons pas à notre conscience réfléchie. Quel que soit notre objectif, il est nécessaire de décrire notre pratique avant de la prendre comme objet de travail. Ce livre propose un outil aux formateurs, une méthode structurée pour accompagner la pratique réflexive des étudiants dans différentes situations pédagogiques : suivi ou retour de stage, accompagnement individuel des apprentissages, analyse d'une pratique sur le terrain ou en formation, séance collective d'aide à l'apprentissage, analyse de pratique collective, etc. Il s'adresse en priorité aux formateurs d'IFSI mais intéressera également tout formateur souhaitant permettre des apprenants de construire de la connaissance à partir de leur expérience, ainsi que les cadres désirant accompagner leur équipe individuellement ou collectivement dans le développement de leurs compétences. Son originalité tient au fait qu'il ne se contente pas de décrire un processus rigoureux mais qu'il rend intelligible ce que les protagonistes de la pratique réflexive ont fait dans leur tête et en termes de verbalisation, chaque étape de ce processus. Vous y trouverez une présentation des approches théoriques qui ont permis d'élaborer ce processus, la description étape par étape d'un processus rigoureux, la description de ce que l'accompagnant fait spontanément si il n'est pas accompagné ou forme la description de ce qui est attendu de lui, chaque étape, les moyens pour l'accompagner dans la démarche, une fiche de synthèse pour chaque étape, des exemples concrets, des témoignages, des exercices pour comprendre la démarche du point de vue de l'accompagnant, l'expérimentant, des exercices pour s'approprier la méthode d'accompagnement.

Les outils du coach Florence Lamy, Michel Moral, 2023-12-06 [Coaching](#) Emilie Devienne, 2020-08-27

Pratique et basé sur l'expérience, ce guide opérationnel complet propose en 120 FICHES un panorama complet des concepts incontournables et novateurs du coaching et de l'accompagnement. Car si le meilleur outil du coach c'est lui-même, il trouvera néanmoins ici la présentation des notions clés des approches théoriques et des outils pratiques d'accompagnement dont il a besoin pour être au service de ses clients. Traitée de manière opérationnelle, chaque fiche outil est ainsi présentée en 2-4 pages comprenant le contexte d'utilisation, des conseils de mise en œuvre, des schémas, des cas pratiques et un résumé des points clés. Cette nouvelle édition d'un ouvrage de référence est enrichie de 10 nouvelles fiches qui reflètent les pratiques émergentes de ces dernières années : le coaching de la qualité de vie au travail, la santé, la transformation digitale, la motivation et l'enthousiasme, la pleine conscience, la psychologie intégrative, l'usage des métaphores, le coaching scolaire et le

coaching distance Ce livre s'adresse aux coachs aux professionnels des RH aux managers aux consultants et aux formateurs ainsi qu'aux étudiants en sciences humaines et en management Les ouvrages de la collection FICHES OUTILS permettent de couvrir ou d'approfondir un sujet ou une fonction Regroupés en modules leurs fiches pratiques et largement outillées conseils pratiques schémas tableaux illustrations vous seront rapidement indispensables

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Le coaching et sa supervision Michel Moral, Pierre Angel, 2019-03-06 Qu'en est-il des pratiques actuelles du coaching Qui sont les coachs Quels outils techniques et méthodes utilisent-ils Comment préparer un coaching Comment se forme-t-on au coaching Ce livre présente un panorama des pratiques actuelles et les tendances du coaching en constante évolution Il insiste en particulier sur l'importance croissante de la supervision qui est devenue indispensable pour développer le professionnalisme des coachs et améliorer la qualité de ses prestations Le superviseur reste un personnage mystérieux qui agit au fond de la scène Ce livre qui met en lumière l'interdépendance entre le coaching et sa supervision

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