



# Growth Supervision Services

*Grow Transform Belong CIC*

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*Growing people, transforming organisations, to achieve belonging.*

*Grow Transform Belong (GTB) is a Community Interest Company that strives to serve the community by providing services that empower people and organizations, to grow and connect. The vision of GTB CIC is to create an inclusive and safe community, uniting with like-minded people, to make a collective impact.*

# Our Principles of Growth



# Our Services

**Grow Transform Belong CIC** offers professional leaders an opportunity to protect time for their professional, and personal growth. While supporting professionals to develop their leadership skills, Growth Supervision also provides them the space to;

- monitor and achieve their goals,
- cultivate pro-social means of coping,
- build reflective practice techniques,
- connect more meaningfully within their roles,
- focus on relationships within their teams and
- contribute further to the organisation as a whole.

*Growth Supervision supports professional development, increases productivity and provides leaders with the skills and knowledge to be a united team. Ultimately, it allows leaders to collectively nurture cultural change.*

# Our Approach

Growth Supervision is designed to empower leaders/aspiring leaders to take ownership of their own growth while using reflection to provide focus and direction. The principles of Life Coaching are applied within the style of delivery.

The Principles of Growth are integral to the content covered in every supervision session meaning supervision sessions are unique, bespoke and person-centred.

Sessions are motivational, goal-directed and solution-focused in approach, providing clients with the tools, impetus and opportunity to develop and grow themselves within their roles and beyond.

We use Motivational Interviewing, Cognitive Behavioural Therapy and Life Coaching skills to fully support our clients, placing them at the centre of their own growth, in order to empower them to grow themselves and achieve their goals.

# Growth Supervision

Sessions are generally delivered once a month, with each session lasting 50 minutes, though frequency is in part determined by need and can therefore be adjusted to suit the individual. We work with organisations who want to develop their leadership teams, or privately.

Each session will explore the following structure of agenda items:

- 1) **Well-being check-in**
- 2) **Actions from previous session** (to promote accountability and goal achievements)
- 3) **Workload Management and Projects** (with a key focus on coping skills, confidence, communication skills and problem solving)
- 4) **Opportunities and Obstacles for growth** (this solution-focused agenda item encouraging the client to locate where they have found opportunities for growth and what might be holding them back).
- 5) **Celebrating Victories** (providing space to support self-identification of achievements and recognition of the part they have played in such victories.)
- 6) **Focus on Gratitude** (a time to recognise the positives and promote perspective and learning).

# Growth Supervision

7) **Understanding You** (an opportunity to identify individual needs required to maximise growth, both within growth supervision and their role within the organisation)

8) **Reflecting on Relationships** (Reflecting on and identifying Ruptures, Repairs and Relations within their teams)

9) **Advice and Guidance**

10) **Hopes and Aspirations** (Goal Setting and planning for the month ahead, to be time bound and action-focused)

Agenda items can be individually designed for the client or organisation, based on specific needs or aspirations. However, the Principles of Growth remain integral to all versions of Growth Supervision provided by GTB CIC.

# Testimonials

*“Being able to have mentoring and Growth Supervision has allowed me to focus on my own professional growth and leadership, as well as build my skill set to progress my career.”*

*“It’s refreshing to be able to be open and honest. It just shows the level of commitment you have, to the team and their welfare”*

*“Growth Supervision provided me with a space for myself to look at me and how I work, to gain insight into the little things that can make a huge difference, to reflect and to help ground me, focus on what my priorities are and what will make a difference. By thinking more in that way, it has helped me see the wood for the trees’.*

*‘Growth Supervision has given me direction without telling me’*

# The Growth Alliance

*“Working together to reduce social harm and promote social good, for all”.*



The **Growth Alliance** is a collection of like-minded people and organisations, who are passionate about promoting social good and reducing social harm in communities. Organisations are welcome to join the Growth Alliance, to demonstrate their ethical and social responsibility, and their commitment to driving positive social change together.

To join, please visit our website on [www.penalreformsolutions.com](http://www.penalreformsolutions.com) or [www.growtransformbelong.com](http://www.growtransformbelong.com)



# Why choose GTB CIC?

*“We believe that by uniting and working towards a shared purpose; we can make a difference, to create a more equitable society where everyone has the opportunity to grow and reach their potential”*

We are highly specialised and experienced in this work.

We are a safe pair of hands and have all the structures in place to achieve this piece of work.

We are passionate about helping you make things better for your local community.

We are using tried and tested methods to bring about betterment.

We know what we are doing.



# Costings

**We believe in offering affordable services to passionate people.**

## Individual Fees

Free initial consultation

Individual Growth Supervision Pay as you Go- £60/session

Individual Bulk Buy- £55/session when you commit to 6 sessions.

**If you would like to offer Growth Supervision to your leadership team, please contact us directly for a quote.**

Sessions can take place either via telephone or online, at a time that suits you.

**Please contact us via our website for more information or [info@growtransformbelong.com](mailto:info@growtransformbelong.com).**

