

Dear colleagues,

I am pleased to send you the current newsletter today. A lot has happened during the first six months of 2010 and more interesting topics and dates are forthcoming.

In particular, I would like to draw your attention to the upcoming congress and the interviews with our partly new board members held by Edit Wiesner. You will find the programme and further details about "In between" for downloading on the EAS website.

On behalf of the board I wish all members a nice summer – and see you at the general assembly on 1 October!

Birgit Ramon
1st Chair EAS

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“In between – Supervision and Coaching in Transition Phases”

2010 EAS congress, held on 1-3 October 2010 at the Benediktbeuern monastery, Tölzer Land, near Munich

The invitation to this year's congress has been sent and registrations are accepted from now on at kongress@supervision-eas.org or fax 0049 (0) 8152 – 989208. You can get printed flyers from the EAS office. Contacts for the management of the congress are: Haiko Müller (mobile +49 (0) 1777376330) and Birgit Ramon.

We are looking forward to a fascinating conference!

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Board report

The first meeting of the new board team was held last year in December. We redistributed the responsibilities and discussed our first rules of cooperation. Jan Koznar, second chair of the board and chairman of the Committee for Quality and Standards (CQS), presented his plans for the first team meeting with the new CQS team. Amina Baar-Baarenfels, treasurer and head of the office, took on the additional function of board contact for the regional groups. Daniel Frei had been at the institutes' meeting in November 2009 in Prague together with Birgit Ramon and announced he would represent the EAS together with her at the research conference in Olten, in which the EAS is involved. Volker Tepp took responsibility for the website and presented his first ideas for an improvement. Birgit Ramon presented her plans for the EAS congress planned for 1-3 October 2010 in Benediktbeuern. Contact for the congress in the board beside Birgit: Daniel Frei.

The first board meeting of this year was to take place in Prague in April – unfortunately, the volcanic ash upset our plans. Only Jan Koznar – who had prepared the meeting – and Birgit Ramon were able to meet. But meanwhile there has been a telephone conference and the next board meeting is planned for 2 July 2010 in Munich.

And yet the April meeting, which was held in a small conference house by a river near Prague, was a very nice one. Jan Koznar had prepared a meeting with a group of Czech colleagues. To me, Birgit Ramon, it was a hearty reception and the interest in the EAS shown by the colleagues was and is huge. There was an intense exchange of experience and in the evening we had a typical regional dinner with music and singing. Surely the contacts will last beyond that day. The colleagues also considered a participation in our congress in October. A colleague announced a short report about this meeting in Prague for the next newsletter.

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More news from the board

EAS corporate identity

Within the context of the redesign of the EAS website, we are thinking about completely redeveloping the corporate identity of the EAS. Volker Tepp and Daniel

Frei will develop proposals for this topic and we will discuss them in the next board meeting. We want to present plans for a redevelopment to the members at the general assembly. This includes a new newsletter concept.

From the office: audit carried out

The auditors we elected at the last general assembly carried out the first audit in April 2010. We are grateful for the suggestions, which will now lead to an even more professional accounting and financial management. At our board meeting in July we will discuss in detail how the office and the finances can be managed in the best possible way in the future.

"Change meets Teams" – and contacts in Switzerland

The first chair attended a conference held in Basel in January 2010, which had been organised by the local university of applied arts and sciences, Fachhochschule Nordwestschweiz. There she got into contact with the first chair of the Swiss association BSO, Mr. Käser. A meeting for an exchange of opinions and experience is planned for this year. The contact to Fachhochschule Nordwestschweiz has also led to an invitation for the EAS to actively participate in the next conference "Change meets Teams III", which shall be held in Basel in January 2012. We are pleased to announce this development – and invite all EAS colleagues interested in joining the planning team to contact Birgit Ramon. At www.change-trifft-teams.ch, under "Downloads", you will find most of this year's presentation papers and keynote addresses.

EAS at the round table of German coaching associations

On 9 February 2010, the EAS – represented by the 1st chair – was accepted to the round table of German coaching associations. Various coaching associations belong to this round table. The associations advertise their events there. Our members shall pay the reduced member price for events held by these associations.

Research

On 9 and 10 June 2010, the EAS will take part in a research congress (www.coaching-meets-research.ch) in Olten, Switzerland. (We informed you about this fact at the end of last year). We consider this topic to be very important and will report about it. Daniel Frei will organise the EAS booth. Birgit Ramon has been invited to take part in the panel discussion.

Saarbrücken – France – Belgium – Croatia

The German Society for Transactional Analysis (DGTA), whose first chairman was until recently our founder and honorary president Matthias Sell, invited the EAS chair to its 2010 conference. I had the chance to convey greetings on behalf of the EAS, to mention our congress and to present supervision and coaching in a workshop. A lot of participants of the congress were interested and even contacts to France, Belgium and Croatia could be made.

IODA in Budapest

From 22 to 26 August 2010, the EAS will be represented at a conference held by IODA in Budapest. Our colleague Edit Wiesner will offer a workshop there – and arrange a meeting with our Hungarian colleagues during those days.

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The Committee for Quality and Standards (CQS)

The CQS, i.e. Jan Koznar, Susanne Rieger, Rainer Radloff and Iris Petry, recently invited our members to come to a meeting. They are preparing the new version of

the manual and work on a clearer arrangement and structure, also with regard to the distinction between the contents of coaching and supervision. This is a good and important step for our organisation and means more clarity for our present members, for potential members as well as our customers. Here you will find the minutes of the last meeting [PDF]. A work meeting on this subject will be held in Frankfurt on 9 July 2010; the board and other members will be invited, too. The results will be presented at this year's general assembly.

Download: [Minutes of the CQS meeting - January 2010 \(PDF\)](#)

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The general assembly on 1 October 2010 – call for motions

This year's general assembly will take place on 1 October 2010 from 13 to 15 hours in Benediktbeuern near Munich. We ask all members to file motions for the general assembly and send them to office@supervision-eas.org by 30 July 2010. The motions will then be sent to everyone with the invitation to the general assembly.

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We welcome new members and institutes

Candidates

- Arnke-Leissing, Sabine – Coach – Progressio – Hemmingen, Germany
- Pohl, Susanne – Coach – Progressio – Cologne, Germany
- Pritschwo, Kirsten – Coach – Progressio - Waldkirch, Germany
- Wübbeler, Cay – Coach – Progressio – Wunstorf/Hamburg, Germany

Coaches and supervisors

- Banse, Bettina – Supervisor – Kiel, Germany
- Chylk, Martin – Supervisor – Bratislava, Slovakia
- Fletschinger, Rolf – Supervisor – Weingarten, Germany
- Hulbert, Elisabeth – Supervisor – Loßburg, Germany
- Knoth, Mathias – Coach – Progressio – Waldkirch, Germany
- Meier, Günter – Coach – Oberasbach - Germany
- Mügge, Jutta – Coach – Progressio – Hanover, Germany
- Podlesch, Margarethe – Supervisor – Stuttgart, Germany
- Poltéra, Urs – Coach - 4progress – Amriswil Thurgau, Switzerland
- Schmale-Riedel, Almut – Coach and Supervisor – Geretsried, Germany
- Schlimme, Ulrike – Coach – INITA – Hanover, Germany

Changes of functional areas

- Hagen, Sabine – Mentoring Supervisor – Darmstadt, Germany
- Haake, Marie-Luise – Mentoring Supervisor – Aalen, Germany
- Schlösser, Petra – Mentoring Supervisor – Darmstadt, Germany
- Radloff, Rainer – Trainer – Bielefeld, Germany (recommended by Hans-Werner Hemp, CQS)

- Barbara Fritzsche – Mentoring Supervisor – Roßdorf, Germany

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Reports from the regional and expert groups

Regional group of Barcelona

Contact: Amina Baar-Baarenfels amina.baar-baarenfels@supervision-eas.org or Susanne Rieger indialogo@telefonica.net.

Regional group of Munich/Bavaria

“Wo geht’s lang? – Orientierung durch professionelles Coaching” (approx.: “Where to go? – Orientation via professional coaching”) is the motto with which the regional group of Munich will organise its booth at the festival of learning at the monastery of Benediktbeuern on 12 June 2010 – www.lernfest2010.de. Live coaching and a workshop in which group coaching can be experienced are on the agenda. The objective is to make new contacts, to introduce the EAS and to promote professionalism of coaching and supervision in general. We are also pleased to announce that we can distribute the congress flyer already now.

Contact: Carolin Danke, Fürstenfeldbruck, info@danke-institut.de

Some members of the regional group work in the preparation group for the congress. The next preparatory meeting will take place on 8 July 2010, 18 hours, in the office in Seefeld.

Regional group of Luneburg/Hamburg

Contact: Hans-Werner Hemp

Regional group of Hanover

Contact Ingryt Paterok wishes to attract new members. If you are interested, please contact Ingryt Paterok by email: jpaterok@t-online.de. You can also obtain an evaluation report on the past work of the regional group from Ingryt Paterok. The next meetings will take place on: 03 June, 15 July, 26 August, 14 October and 25 November 2010, each at 18 hours, Nicolaistr. 16 in Hanover.

Regional group in Baden, Switzerland

Contact: Wolfgang Klampfer, wolfgang.klampfer@power.alstom.com

Regional group of Prague, Czech Republic

Contact: Beate Albrich, beatealbrich@seznam.cz

Regional group of Rhine-Ruhr

Topics for the meetings in 2010:

The meetings in 2010 focus on lectures about specific topics.

- Non-violent communication after Marshall Rosenberg
- Methods of behavioural therapy in depression treatment
- Parting means that we move on

Dates 2010: The meetings in 2010 take place at 19.00 hours in Sabine Busse-Kropla’s office in Ratingen, Schmiedestrasse 17 A, or in the cafeteria of EFG Ratingen (same building), as required.

8 July 2010, 2 September 2010 and 18 November 2010.

You can have more information from Sabine Busse-Kropla, email:

kropla@supervision-eas.org

Regional group of Dusseldorf / Rhineland / North Rhine-Westphalia

For information and registration please contact Boris Pohlen via email:
info@pohlen.eu.

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Institutes' meeting

The minutes of the last institutes' meeting can be requested from the spokesman of the institutes, Hans-Georg Hauser. At one of its next meetings, when the spokesman of the institutes can be there, too, the board will discuss how to best organise the cooperation among the different bodies. This includes questions such as the recognition of new institutes, the interfaces to the CQS and the board and the issue of the role of the institutes in the institutes' meeting. Colleagues who wish to join the team are very welcome. Please contact the board on the matter. The next board meeting will take place in conjunction with the general assembly and the congress, at 3 October 2010, 14 – 18 hours, at the monastery of Benediktbeuern in Germany.

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The board members introduce themselves:

Today: Amina Baar-Baarenfels (Barcelona, Spain), Daniel Frei (Liestal, Switzerland) and Volker Tepp (Berlin, Germany). Edit Wiesner, our colleague from Budapest, has asked questions:

EAS Journal has interviewed board members about their training highlights and plans for the future

Amina Baar-Baarenfels from Spain - dynamic, warm-hearted, professional

What is your understanding of counselling – be it supervision or coaching?

Based on the statement that each consultant him- or herself, as a person, is the first and therefore most important intervention, I developed by consulting concept from my knowledge (thinking), my abilities (thinking, feeling, acting), my skills (acting) and my self-experience (thinking, feeling). As a coach I support organisations, teams, groups, CEOs, professionals on their way towards a holistic implementation of a change that lies within them, with the objective of growing.

Your objectives for 2010 and after?

My work is based on my strengths and the changes the market is offering at the time being. This means that I consult organisations in times of changes, mergers, joint ventures, MBOs etc. in matters of organisational development. At the same time I offer my know-how in working with groups and teams on issues such as new formations, project groups of international and intercultural nature, group cohesion, group roles and conflicts, either in the form of coaching processes or as training seminars.

My guiding principle in my work is: thinking, feeling and acting as a unity because for me "unity is purity" (approximate translation of the play of words: "EINHEIT IST R-

EINHEIT“).

Daniel Frei, the calm power from Switzerland

Daniel Frei, general manager of 4progress GmbH (www.4progress.ch) in Liestal, Switzerland. I have been married to Rosemarie for 30 years and we are happy about our 3 grown-up children. I mostly work in my company in coaching, supervision and training. As a second profession I have a position as a pastor in a free church.

What is your understanding of coaching?

To me, coaching ends when we raise our glasses together on the mountaintop and toast to each other: “We have done it and we are happy with it”. Coaching, I feel, starts with the exact definition of the target and then I accompany the coachee to that agreed target, on a route that is suitable for them. On the way there I offer the necessary tools according to the respective situations and help them to use these tools. In between, I offer encouragement by appreciating the distance already walked and considering the way still to go in a realistic way.

What are your goals with EAS?

The EAS should obtain more profile so that the strategic [goals](#) are achieved.

Which contributions can members make – those whom you might not yet know?

In order to answer this question briefly, concisely and concretely, I would like to ask you for something: Give EAS five minutes of your valuable time NOW and think about: “What do others tell me again and again that I do particularly well?” If you email the answer to this question to office@supervision-eas.org in a concrete form of maximally five sentences, you will contribute to the development of EAS in two ways:

- A. We will get to know (more) competencies of each other;
- B. We will express to each other that we are important to each other.

Within this spirit, I look forward to your reactions!

Volker Tepp, a true yet modern gentleman from Germany with the future in mind

Volker was born in 1963, has been living in Berlin since 1991, is married to Jutta and father to four children.

With his basic training as a theologian and graduated educator, he has been working as an active pastor since 1991 and as a general manager in various diaconic organisations since 1997, with a focus on psycho-social counselling and care. Since 2001, he has been the managing director of his own limited liability company for antique furniture and wine, and since 2004 a free-lance coach, consultant and supervisor.

www.volkertepp.de

Which training or trainer, which insight has turned out to be formative?

One of the most impressive experiences was surely one that I made during my training in supervision: it was the experience of my own secondary gestalt closures which I had not perceived in this way until then. The scales fell from my eyes! Such a simple model, and such an overwhelming effect. And during the session with me in front of the group working on this topic, I perceived Hans-Werner-Hemp as a wonderful trainer and empathetic supervisor!

What is your understanding of supervision?

In short, the reflection on professional and personal experience with regard to the person, the relationships, the system and the actions. And, depending on the focus and subject, I hope to have enough variety of methods at hand to be able to use the best possible tools for the client in the respective situation.

My own work is guided by a principle by Martin Buber: "Through the Thou a person becomes I". This is how I understand my work, as a process of dialogue in which I offer people the chance to use a counterpart and show other possibilities of interpretation that they had in mind.

I love the work with people as a coach and supervisor and look forward to the meetings! And: another important sentence, heard and learned from Hans-Werner Hemp – supervision is when I have learned something about myself in the process.

Your goals for 2010 and after?

In 2010, I want to combine even more than before the two worlds of consulting/coaching/supervision and theology/parish work/pastor existence! Spirituality and counselling are areas which seem to me to belong together more or less stringently.

Other goals of mine are: to spend more professional time on coaching and supervision and, as a longer-term perspective, a commitment in training in Berlin.

Your goals with EAS?

I very much hope on the one hand that we succeed in attracting many more new members for EAS. On the other hand I hope that EAS will get well involved in coaching and supervision in Europe. But this is also linked to the important question which benefit EAS offers members at all.

Here I hope that I can contribute some ideas of my own. Particularly when it comes to the issue of internet representation, I can imagine a lot of improvements.

Which contributions can members make – those whom you might not yet know?

I welcome any creative idea, be it on the website or other wishes and suggestions for EAS! I am happy to take up ideas and wishes and present them to the board!

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Announcements, conferences, further training courses

Deutsche Gesellschaft für Supervision e.V. (DGSv) will hold a scientific symposium on counselling on 5 and 6 November 2010.

[You will find further information here \(pdf\).](#)

Heribert Döring-Meijer would like to draw your attention to the following event:

Psychotraumatology Symposium/Conference

12 – 14 November 2010

Psychosomatic clinic of Bad Herrenalb

Registration and information: www.claro-vita.net

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The toolbox of Edit

Tool Nr.1

To make the decision, whether the person can and should be coached, or training or other development tools are of more use for your candidate, you may want to consider the following questions:

Assessment

1. Have clear learning objectives been set for the development intervention? (Do you have a declared, measurable goal?)
2. Does the learning need to involve any areas that need to be kept confidential? (succession planning, but also personal conflicts, derailments)
3. Is the need around stress or self-esteem?
4. Would the person's position in the organization be a hindrance to attending an open /group training programme?
5. Has the person received previous training on this particular subject, (so is it now about implementing it in his/her own area)
6. Is the issue relevant to a longer-term development area?

If yes – the person should be recommended for coaching

1. Are other people in the department likely to have or develop a similar need in the future? (is it a competency other manager share as development point too)
2. Would the person benefit from hearing views and input from other people on this subject?

If yes – there might be a recommendation for training efforts too

Editor's special recommendation

Questions to the line manager (or the supporting HR responsible)

1. Are you able to support the person back in the workplace to transfer the learning, or find opportunities to practice or give feedback?
2. Is the person clear on the development need? (has already received constructive feedback, which he/she accepted?)
3. Have you discussed the purpose of the development clearly with the person?

Before everything else management coaching, a discussion with the person's line manager must find place. Let never be the feedback part, the „sales“ of the coaching procedure and the explanation of the organizational requirements and expectations be your job as external coach!

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Reviews

Authors: Sandra Masemann and Barbara Messer

Title: **Improvisation und Storytelling in Training und Unterricht [Improvisation and storytelling in training and classrooms]**

Review by Ingryt Paterok (PDF):

[2010-02_IP_ImprovMasemannSep09-e.pdf](#)

Authors: Joines, Vann S.; Stewart, Ian

Title: **Personality Adaptations: A New Guide to Human Understanding in Psychotherapy and Counselling**

Review by Volker Tepp (PDF):

[2010-03_VT_Stewart und Joines-e.pdf](#)

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Overview of dates

2 July 2010: Board meeting in Munich

9 July 2010: CQS meeting in Frankfurt

22 – 26 August 2010: IODA conference and meeting of Hungarian members in Budapest

30 September – 1 October 2010: Board meeting in Benediktbeuern

1 October 2010: General assembly of members in Benediktbeuern

1 – 3 October 2010: EAS congress in Benediktbeuern

3 October 2010: Institutes' meeting

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