



## January 2017 Newsletter

Dear members of the EASC

With this newsletter we would like to inform you in a regular mode to news from the EASC, the bodies, the regional groups, the institutes and from the field of supervision and coaching. We appreciate your information about interesting Congresses, Books, lectures and talks or meetings. Please send them to our office [office@easc-online.eu](mailto:office@easc-online.eu) or [Mathias.Hofmann@easc-online.eu](mailto:Mathias.Hofmann@easc-online.eu) with the subject NEWS. We will publish them in the news-Section of our homepage [www.easc-online.eu](http://www.easc-online.eu) or in the Newsletter.

If you do not want to receive this Newsletter, please give us a short note to [office@easc-online.eu](mailto:office@easc-online.eu).

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## **EASC Congress – Supervision and Coaching in Changing Europe. Bratislava 16/17 September 2016**

The theme of this year's EASC Congress in Bratislava was the reception of supervision and coaching in Europe. More than a hundred participants from Slovakia, the Czech Republic, Austria, Switzerland, Germany, Poland, Spain, Hungary, Moldavia and other European countries met to attend excellent lectures and interesting discussions in the University of Bratislava. The *Research Institute of Child Psychology and Pathopsychology Bratislava* had done a great job organizing the congress under Alena Kopanyiova's leadership. As always, the congress thrived on the encounters and exchanges among professional coaches and supervisors from all over Europe.

The congress started on Friday, 16 September, subsequent to the Institutes' Meeting and the General Assembly. The situation of supervision and coaching in Europe was discussed in two keynote speeches. Michaela Judy presented the study "ECVision - Supervision and Coaching in Europe: Concept und Competences" by Michaela Judy and Wolfgang Knopf (see download area of EASC website). In her keynote address, Prof Siklova then discussed the concept of identity in the European context from a sociological perspective. In view of the double entity of the nation and the European Union, the following continues to hold true for Europe and the EU: "Graduation of difference is a big issue of identity". Ms Siklova presented some open questions that are important also for EASC: Where does Europe end in the East, where are the frontiers of the entity? What does this mean for the clearness of values? How to establish a format of the union? What is specific of a nationality in Europe and how can we delegate power to others? How to deal with the lack of identity in Europe?

On Friday evening, her theses were the first topic – followed by many others – that were discussed during the informal exchange over dinner and the convivial evening.

On Saturday morning, Frank Strikker (University of Applied Sciences Euro-FH of Hamburg) continued the keynotes with his view on the history and current understanding of coaching in Europe. He expects professional identity and professional conduct to determine differentiation in the vast field of coaching in future (for Frank Strikker's slides see download area of EASC website).

Also the further course of the congress – with its workshops and poster presentations on various different topics of coaches and supervisors in Europe as well as its discussions and

interdisciplinary and intercultural exchanges – was very informative and fruitful for the participants. The atmosphere in the workshops and during the breaks was excellent, and the feedback on contents as well as formats in the final World Café was very positive. Wishes regarding the further development of EASC expressed in the World Café referred to communication (and primarily direct meetings) and the preparation of the next conference on the one hand and the growth of EASC in Europe with a European identity and respect for diversity on the other hand (for the World Café documentation see download area of EASC website).

We plan to hold the next EASC Congress on 07 – 09 September 2018 in Barcelona.

## **EASC cooperation with universities**

### **University of Applied Sciences Euro-FH Hamburg**

After the successful start of the cooperation between EASC and the Master's programme in Business Coaching and Change Management of Euro-FH in Hamburg, for the second time now EASC is offering graduates recognition of their degree with EASC certification and membership. The next recognition seminar will take place on 3<sup>rd</sup> and 4<sup>th</sup> of March 2017 in Berlin. .

### **Catholic University of Eichstätt-Ingolstadt**

The Catholic University of Eichstätt-Ingolstadt would like to issue an EASC certificate together with the degree of their Master's programme in Coaching. The programme will meet the high quality requirements of EASC, and the University also intends to become a member of EASC as an institution or via the director of the programme. The plan is to involve mentoring trainers and mentoring coaches from EASC in the teaching, so if you are interested and meet the corresponding requirements, please contact the EASC Office. Some questions still need to be clarified, the Board is interested in a longer-term cooperation agreement with the University

## **Statement of EASC and RTC on XING/Focus “Top Coaches”**

The German news magazine Focus and the career network Xing want to offer “an orientation within the jumble of coaching” by listing 500 “TOP coaches”. Nevertheless, the Roundtable of Coaching Associations (RTC), a consortium of the 13 largest coaching associations in Germany, considers that this joint project of Xing and Focus rather serves the initiators’ market interests than a better transparency in the coaching market. In a joint statement, the coaching associations stress that the determination of top coaches on the basis of recommendations by colleagues or HR staff only is not helpful. They refer to their paper “Profession: Coach”, which was presented to the public last year and offers clients as well as contracting entities an orientation on core questions with regard to coaching. The Roundtable of Coaching Associations recommends contracting coaching experts designated as such by the associations instead of relying on the lists of Xing or Focus.

The Roundtable of Coaching Associations has published the following statement on this issue, which you can also download from our download area.

### **Statement by the Roundtable of Coaching Associations (RTC) on the “XING/Focus Top Coach Seal – 500 Top Coaches” campaign:**

Time and again issues arise that the (coaching) world really doesn’t need, as they bring unrest into the coaching market and create annoyances among us in the ICF, too, because they try to discredit genuine and professional endeavours beyond the boundaries of coaching associations.

While the coaching associations, collaborating in the Roundtable of Coaching Associations (RTC), have been working on transparency in the unprotected coaching market for many years, have written a corresponding position paper and are making tremendous efforts to improve measurability of coaching, all this doesn’t seem to be relevant to Focus/XING.

A “Coach Seal” is launched here just like that. It is true that the applied selection criteria are not transparent, but in return the market now has 500 so-called “TOP coaches”. (The fact that the list clearly contains many coaches who do professional work is uncontroversial. But these were well-known as professionals and recommended also before the campaign.)

These “TOP coaches” have been “determined” via surveys among colleagues and customers only. And it is not visible who has recommended whom.

The ICF Germany considers that the way in which Fokus/XING proceeded should be viewed in a critical light particularly due to the following reasons:

It is a very obvious and not a very smart business model: if the chosen coaches want to use the seal, which has been awarded even to the surprise of many of them, they will have to pay 5,000.- euro per year – an investment for what? Over time this adds up. It would surely have been appropriate to ask beforehand if the affected parties wanted to be included in the list under these conditions.

Some time ago XING developed a platform on which a coach profile was created for all XING members who were even remotely linked to coaching / therapy / consulting – without asking them. This mingling of professional titles resulted in the lordly sum of more than 130,000 “coaches”. Thus, a total of 32,000 “coaches” are currently listed for Berlin, Hamburg and Munich alone. This is particularly interesting as sound studies assess the total of professional coaches in Germany to amount to a mere 10,000, approximately.

The XING representatives attending a meeting with representatives of the Roundtable of Coaching Associations in April 2016 were not able to mention any quality criteria used for the selection of the profiles. This comes as no surprise and explains the noticeable arbitrariness in using the term “coach”.

A discussion with several members of our association showed that they are annoyed and, in response, want to delete their own coaching profile on XING as soon as possible. An understandable decision, since this method and the mingling with thousands of self-declared “coaches” on a website can absolutely turn out to be bad for business.

### **Apart from that, what will happen next?**

The Roundtable of Coaching Associations (RTC), which is currently composed of the thirteen biggest coaching associations in Germany, represents about 40,000 members. Among them are approximately 70 percent of the professional coaches based in Germany.

In 2015 the RTC published the position paper “Profession: Coach”. It is now an important task of this community of interests to disseminate the fundamental statements on the profession of coaches contained therein with more effectiveness in the market.

The RTC as well as each association for itself will continue to actively campaign for the application of transparent criteria when selecting a professional coach. But real professionals of the trade can be identified already today:

- Coaches have learned their trade, i.e. they are not self-declared but have passed a valid and comprehensive training in coaching. They have proven their qualification in certification courses and continue to develop their competences. They have committed themselves to measurable quality standards and ethical guidelines and

delimit their work transparently from expert consulting, therapy or sheer further education.

- Coaches have sufficient practical experience and are able to prove this – in the ICF this happens automatically within the context of the certification processes.
- Coaches and clients need to harmonize. Whether the chemistry is right and whether there is a basis for a trustful and effective cooperation will only turn out in the setting/initial meeting.

The associations of the RTC are happy to take on the task of explaining these aspects transparently. Here evaluation criteria are always open and transparent to all market participants.

## **News from the Institutes**

### **Beate Albrich, Czech Institute for Supervision (ČIS), writes us from Prague:**

On the 22nd of October we had the supervision examination. We examined 13 persons and we are happy to announce them as new supervisors of the Czech Institute for Supervision/ČIS. With us we had Reinhild Schweer from the EASC, with her expert view on the examination.

**Examination date:** 22 October 2016

**Coordinator:** Training Supervisor: Jan Pfeiffer (EASC/ ČIS)

**Mediator:** Mentoring Supervisor: Beate Albrich (EASC, ČIS)

#### **Examination board:**

Training Supervisor: Reinhild Schweer (EASC)

Training Supervisors: Helena Fišerová (ČIS) and Blanka Čepická (EASC/ ČIS)

Mentoring Supervisors: Zuzana Foitova (ČIS), Hana Boháčková (ČIS)

Supervisors: Z. Morhaupt, I. Kolařová, I. Čierna

#### **New Supervisors ČIS:**

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Petr Vácha  
Matěj Lipský  
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Jan Kulhánek  
Josef Radimecký  
Dagmar Konečná  
Barbora Nováková Krejčí  
Michal Vybíral  
David Cichák and Jan Rajchl.

**Petra Holečková, Czech and Moravian Institute for Supervision and Coaching  
(Českomoravský institut pro supervizi a koučing), writes us from Prague:**

Report on examination in supervision

3 – 4 November 2016, Prague, the Czech Republic, Czech and Moravian Institute for Supervision and Coaching.

**Trainers:** PhDr. Marie Henková, – member of EASC, doc. PhDr. Jan Kožnar, CSc. – member of EASC.

Number of training participants: 22, Number of examinees: 15

**Coordinator / administrator:** MUDr. Petra Holečková, Ph.D., MBA – member of EASC

**Administrators:** PhDr. Lenka Kábelová – member of EASC, Mgr. Pavel Vítkovský – member of EASC

**Mediator:** MUDr. Jan Pfeiffer – member of EASC

**Examiners:** Chairwoman – MUDr. Pavla Hellerová – member of EASC, Chairman – PaedDr. Ivo Kalvínský – member of EASC

Members of committees: Beate Albrich – member of EASC, MUDr. Jiří Bartoš – member of EASC, PhDr. Václava Masáková, PhDr. Jiří Libra

15 examinees passed the exam:

Dagmar	Borovičková
Iva	Burešová
Jitka	Cápalová
Pavel	Dosoudil
Jakub	Dvořák
Bohdana	Košťálová
Lucie	Myšková
Veronika	Pavlas Martanová
Petra	Ptáček
Věra	Rašková
Libor	Širůček
Magdaléna	Štochlová
Ingrid	Štroblová
Eva	Tošnerová
Veronika	Víchová

## **News from the Regional Groups**

### **Andreas Sigrist writes on the Regional Group Switzerland:**

2016 annual report – EASC Regional Group Switzerland

We agreed the dates for the meetings in 2016 during our last meeting in 2015. We then sent the dates to all EASC graduates in Switzerland, thus giving them the chance to get involved in the Regional Group. In 2016 we were 14 persons, who then met three times.

We defined the following as possible contents:

- Specialist lectures with discussions
- Laboratory tests
- Talking shop
- Consulting among colleagues
- Coaching sessions
- Supervision sessions



- Giving and taking strokes ;-)

With the longer-term planning we are trying to promote commitment. For 2017 we have selected the following dates and topics:

- 3 March: Vision processes in big groups
- 19 May: Introvision
- 18 August: Digitization 4.0 for coaching
- 10 November: Social media

The Regional Group also serves quality assurance for coaches and supervisors and is therefore binding for one year, respectively.