

**ANSE**

**Association of national organisations for supervision in Europe**

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Leiden, November 2003

Dear colleague,

On behalf of the board of ANSE and the Local Organizing Committee, we cordially invite you to participate in the **2<sup>nd</sup> ANSE Professional Conference** which will take place from **May 7 until May 8, 2004 in Leiden, the Netherlands.**

This conference will focus on the following theme:

***Value dilemmas as a challenge  
in the practice and concepts of supervision and coaching.***

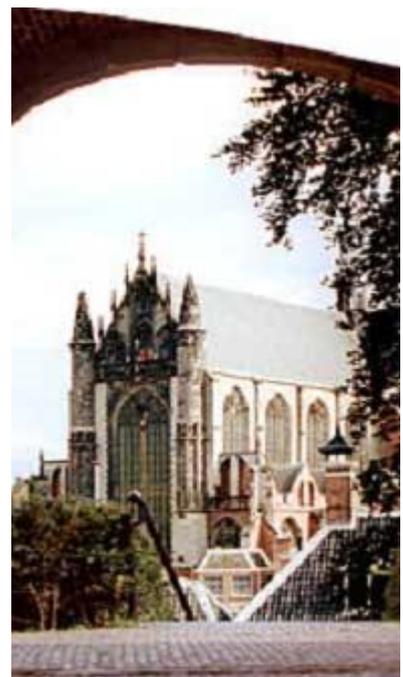
Leiden, with its well-known libraries and museums, offers excellent opportunities for you to meet, strengthen old ties and begin new collegial friendships.

Please find enclosed all relevant information on the conference and of course the registration form.

We look forward seeing you in Leiden at what promises to be a very rewarding and stimulating professional event!

Yours sincerely,

Drs. Louis van Kessel, president ANSE  
Sijtze de Roos, LVSB board



## 2<sup>nd</sup> ANSE Professional Conference

### *Value dilemmas as a challenge in the practice and concepts of supervision and coaching*

May 7 until May 8, 2004 Leiden, the Netherlands

#### **Introduction**

Value dilemmas play more and more an important role, overt and/or hidden in the practice of supervision and coaching, for supervisees, organisations and for supervisors. How conscious of these dilemmas are we? How to handle these dilemmas on the various levels: within the supervision with the supervisees; in the relationship with the commissioner; as individual supervisor; as professional association of supervisors?

#### **Content of the conference**

During this conference experts and participants will concentrate themselves in a co-creational process, on questions such as:

- Which value dilemmas confront supervisors and coaches?
- Which temptations, challenges and limitations can be identified:  
Are supervisors strongly influenced in practicing their job by the laws of the market, or can they represent professional values in a competent way?
- Which connection is there with national and organisational cultures?
- What is the connection with the specific context and field in which supervision is carried out?
- Which help concepts of supervision could offer supervisors in handling these dilemmas?
- Which perspectives are important to be defined by ANSE and her member associations?

#### **Programme design**

Participants have every opportunity to exchange working experience with European colleagues. The central focus of the conference is the daily practice of the supervisor/ coach.

After opening, the conference starts with a warming up in small groups of an international setting. Then three smaller groups will be joined together for further discussion in **case-focused workshops**; participants discuss cases from supervision practice in various countries and fields, and draw consequences for own supervisory behaviour. Participants in these workshops will rejoin on several moments during the conference.

On the second day of the conference experts in supervision and coaching from 8 different countries and with various expertise and backgrounds will offer **theme workshops**. They tackle the aspects of values, norms, methods and their way of approaching supervision and coaching. All participants enrol 2 different workshops.

Moreover, an inspiring lecture will be held in a plenary session each day.

#### **Conference language and translation facilities**

The conference language is English and German. Simultaneous interpretation will be provided during the plenary sessions. In the small group sessions and workshops collegial interpretation in other languages than indicated will be offered as far as possible.

#### **Pre-program activities**

On Friday (9.30 – 12.00 hrs) there is offered an open space for informal meetings and meetings of international intervention groups. Those groups that want to meet are kindly requested to contact the conference secretariat.

**PROGRAMME****Friday May 7, 2004**

11.30 – 13.00 hrs.	<b>Registration</b> Coffee/tea and a (simple) lunch are offered
13.00 – 14.00 hrs.	<b>Opening</b> <i>Welcoming :</i> - at Hogeschool Leiden: Board member Hogeschool Leiden - in the Netherlands: Chair of LVSB <i>Opening of the conference by the president of ANSE</i>  <i>Presentation of the participating ANSE member associations and of the ANSE Network.</i>
14.00 - 15.00 hrs.	<b>Warming- up session in small groups</b>  Discussion on: "Which value dilemmas do I encounter in my practice?"
15.00 – 15.30 hrs.	<b>Break</b> Coffee/tea
15.30 – 17.00 hrs.	<b><i>Temptations, challenges and limitations of values supervisors/coaches are confronted with in practice.</i></b>  <b>Case-focused workshops</b>
17.00 – 17.30 hrs.	<b>Break</b> Coffee/tea and small snack
17.30 – 18.15 hrs.	<b><i>Management, commitment and solidarity in the era of liquid modernity</i></b>  Lecture by <b>Prof. Dr. Zygmunt Bauman</b>
18.30 - 19.15 hrs.	<b><i>Consequences for supervision and coaching</i></b>  The case-focused workshops discuss about Prof Dr. Bauman's lecture
19.30 - 20.00 hrs.	<b><i>Discussion with Prof. Dr. Zygmunt Bauman</i></b>
20.00 – 22.30 hrs.	<b>Evening Programme</b>  - Indonesian rice table and drinks. - Music and dance - Informal meetings - Parallel activity: opportunity to engage in ANSE-intervision groups (moderation: Siegfried Tatschl and colleagues).

**Saturday May 8, 2004**

8.30 – 9.00 hrs.	<b>Registration</b> Coffee/ tea is offered
9.00 – 11.00 hrs.	<b>Theme workshops (first round)</b> Please find a first overview of these workshops in this announcement.
11.00 – 11.30 hrs.	<b>Break</b> Coffee/tea
11.30 – 13.30 hrs.	<b>Theme workshops (second round)</b> Please find a first overview of these workshops in this announcement.
13.30 – 14.30 hrs.	<b>Lunch</b>
14.30 – 15.15 hrs.	<b>Value dilemmas in Supervision and Coaching</b> Lecture by <b>Prof. Dr. Peter Heintel</b>
15.30 – 16.15 hrs.	<b>The case-focused workshops discuss about Prof Dr. Heintel's lecture.</b> The meaning of this conference for myself, my professional association and ANSE.
16.15 – 16.45 hrs.	<b>Break</b> Coffee/tea
16.45 – 17.30 hrs.	<b>Discussion with Prof. Dr. Peter Heintel</b>
17.30 - 19.00 hrs	<b>Closing of the conference in a plenary session followed by a drink</b>
During the whole conference a <b>Market with professional publications and information</b> is available.	
<b>At choice:</b>  - On Saturday-evening a guided historical city walk tour will be organised from 19.00 hrs. – 21.00 hrs.  - On Sunday there is an opportunity for individual visits of interesting places in and around the city of Leiden.	
<b>Conference chair</b> Sijtze de Roos	

## Information on keynote speakers

Key note speakers of this 2<sup>nd</sup> ANSE Professional Conference 2004 are:

- **Prof. Dr. Zygmunt Bauman** (Leeds, GB), is known throughout the world by his hundreds of publications. He is described variously as one of the twentieth century's great social theorists and the world's foremost sociologist of post modernity. He awarded the Amalfi European Prize in 1990 and the Adorno Prize in 1998. It is difficult to think of higher honours being bestowed on a sociologist, in this case of European and indeed world standing.
- **Prof. Dr. Peter Heintel** (Klagenfurt, A), is, besides his professorship on philosophy and group dynamics at the University of Klagenfurt, a guest lecturer at several academic institutes in Austria, Germany and Switzerland. Above these he is working as an organisational consultant in numerous enterprises in these countries.



## INFORMATION ON THE THEME WORKSHOPS

On the second day of the conference experts in supervision and coaching from different countries and with various expertise and backgrounds are offering workshops. As far as possible (collegial) interpretation in other languages than indicated will be offered. All participants enrol 2 different workshops.

Please find below the first overview of the workshops that will be given. More information on the content of all the workshops will be available on the ANSE-Website ([www.supervision-eu.org](http://www.supervision-eu.org)) up from 1 December 2003. On the registration form the workshops of choice can be filled in.

	Title	Workshop leader(s)	Country/ Association	Language of the workshop
1	Cross-cultural challenges of development of social work supervision in countries in transition	Marina Ajdukovic and Lilja Cajvert	Croatia (HDSOR) Sweden (SHPA)	English (Croatian) (Swedish)
2	Die Entdeckung der Werte (The discovery of values)	Susanne Ehmer and Kirsten Dörr	Germany (DGSv)	German
3	A system constellation as an intercultural dimension (in regard to the own experience in supervision)	Achim Fritzsche	Germany (DGSv)	English (German)
4	Be-wertung von Supervision in komplexen Organisationen (E-Valuation of supervision in complex organizations)	Angela Gotthardt - Lorenz and Joachim Sauer	Austria (ÖVS)	German
5	Supervision in areas of war and crises on 2 examples of Kosovo and Sri Lanka	Gerhilt Haak and Kamalasan Ponnampalam	Germany (DGSv)	English (German)
6	The doctor as a person in decisions for euthanasia	Liesbeth van der Jagt	The Netherlands (LVSB)	English (Dutch)
7	Hidden values in the interventions of the supervisor. Can we make them explicit?	Louis van Kessel	The Netherlands (LVSB)	English (German) (Dutch)

	<b>Title</b>	<b>Workshop leader(s)</b>	<b>Country/ Association</b>	<b>Language of the workshop</b>
<b>8</b>	The positive impact of a human-ecological approach in coaching/supervision on the client	Elfriede Konas	Austria (ÖVS)	English (German)
<b>9</b>	Business or mission: The dilemma of personal calling vs. professional task	Willem Lammers	Switzerland (BSO)	English (German) (Dutch)
<b>10</b>	Goal oriented needs vs. process oriented supervision	Jasenka Pregrad	Croatia (HDSOR)	English (Croatian)
<b>11</b>	Die GOV- Methode aus der Medizin zur Schulung und Intervision von Supervisoren (The GOV-method for the education and intervision of Supervisors used in the medical science)	Angelika Rath	The Netherlands (LVSB)	German (Dutch)
<b>12</b>	Kultursimulation der Umgang mit Verschiedenheit und wie aus der Not eine Tugend wird (Cultural simulation in dealing with diversity and how to make from distress an virtue)	Friedeborg Röcher-Gilson and Steven Pennings	Germany (DGSv)	German (English) (Dutch)
<b>13</b>	Fear and Love in the Supervisory Relationship	Robin Shoet	Scotland (BASPR)	English
<b>14</b>	Values involved in supervision based on self regulated learning by the supervisee	Frans Siegers and Carla van Brederode	The Netherlands (LVSB)	English (Dutch)
<b>15</b>	Keine Werthaltung ohne gelebte Fähigkeiten (Experienced and realised values need internalised and lived competences)	Angelika Strauß	Austria (ÖVS)	German
<b>16</b>	Haltung und ethische Werte - Spannung zwischen ethischem Diskurs und Regularien in Europa (Attitude and ethical tension of values between ethical discourse and governing rules)	Sabine Wengelski-Strock	Germany (DGSv)	German
<b>17</b>	Aspekte der Kultur und der Identität in der Supervision (Aspects of culture and identity in supervision)	Erzsébet Wiesner and Iván Török	Hungary (MSZT)	German (Hungarian)
<b>18</b>	Gruppensupervision mit Hilfe von Themenzentrierter Interaktion (TZI) (Groupsupervision with inspiration of the theme-centered interaction method(TCI).	Janny Wolf-Hollander and Phien Kuiper	Germany (DGSv) The Netherlands (LVSB)	German (Dutch)
<b>19</b>	Der Schaltkreis Retterimpuls und Werte (The circuit of rescuer's impulse and values)	Renate Wustinger and Edeltrud Freitag-Becker	Austria (ÖVS) Germany (DGSv)	German (English)
<b>20</b>	Intercultural organizational processes and their reproduction - a covert dimension in Supervision and Coaching	Werner Zbinden and Alena Fröhlich	Switzerland (BSO)	English (German) (French)

## ORGANISATIONAL ASPECTS

### Conference venue

The conference will be held at the **Hogeschool Leiden**: University of Higher Professional Education in Leiden, the Netherlands.

Leiden is situated 30 km south of Amsterdam and 20 minutes by direct train from Amsterdam International Airport Schiphol. The Hogeschool Leiden is located near the central railway station (10 minutes walking distance / 5 minutes by bus) and can also be easily reached by car. After registering you will receive a detailed route description.

## Registration fees + Registration

### Registration fees

	<i>ANSE member</i>	<i>non-member</i>
<i>full fee</i>	€ 200	€ 300

The full registration fee includes admission to all conference sessions, coffee/tea during the breaks, lunch and conference documentation.

### Registration

Please find a registration form under the main menu:

(News > Events > ANSE professional conference 2004 > registration form)

#### Members of national organisations which are member of ANSE

Please return the registration form, if possible by e-mail, fully completed and together with your payment to the Secretariat of your national organisation for supervision. For these addresses see the ANSE website: [www.supervision-eu.org](http://www.supervision-eu.org).

#### Non-members

In case there is no address of a national association, the registration form has to be send directly to the conference organisation:

Leids Congres Bureau BV, P.O. Box 16065, 2301 GB Leiden, The Netherlands.

Tel: +31-71-5148203, Fax: +31-71-5128095

Email: [ANSE2004@leidscongresbureau.nl](mailto:ANSE2004@leidscongresbureau.nl)

Formal registration only takes effect from reception of payment of the registration fee. Approximately 10 weeks prior to the Conference you will receive a letter of confirmation.

### Colleagues from transition countries

**1.** In exceptional circumstances the conference organisers will consider granting the registration fee for those colleagues coming from transition countries who could otherwise not attend. An application for such support should be made by letter to ANSE ([anse-office@supervision-eu.org](mailto:anse-office@supervision-eu.org)). The letter should include a detailed statement of the overall costs involved and the reasons why attendance would be otherwise impossible. **All requests will be processed on the basis of first come, first served.**

**2.** For colleagues coming from transition countries, private boarding and lodging will be offered by Dutch colleagues who live in the vicinity of the venue. Please note that this facility is only limited available. All requests will be processed on the basis of first come, first served.

If you want to use private boarding, please mention this on the enclosed registration form.

## Hotel accommodation

Leiden and surroundings offer a wide range of hotel accommodation.

An allocation of rooms at the hotels listed on the enclosed hotel accommodation list is held until **March 1 2004**. Requests after this date will be subject to availability. **Please note that you have to contact the hotel of your choice (preferably by fax or e-mail) in order to book a room on a definite basis.** In many cases a special 'ANSE discount' has been negotiated, so please refer to the ANSE congress while making your hotel booking. Hotel bookings are processed on a first-come first-serve basis. **Prices are per room, per night and based on the price level of 2003.** Travelling times are estimates; please ask for a detailed route description at the hotel of your choice.

If you prefer to book a hotel in another price category, you can contact the Tourist Information Office, Leiden, telephone +31-(0)900-22 22 333, or via their website [www.leidenpromotie.nl/english/](http://www.leidenpromotie.nl/english/).

## Social Program

### May 7, 2004 - Social evening

All participants are invited to join the social evening. Dishes, drinks and music will be offered. Those participants wishing to attend the social evening are required to pay a supplementary charge of € 40.

### May 8, 2004 - City walk Leiden

It is possible to join a historical city walk through the tiny alleyways in the old centre of Leiden which will pass some of the famous almshouses and the magnificent town hall. All those wishing to attend the city walk are required to pay a supplementary charge of € 10.

### May 9, 2004 – Your own cultural program

If there is some time left to visit the region or city of Leiden, please be advised on the following interesting sites and activities:

1) Leiden is the home to a wealth of **museums**. Everyone is sure to find a museum that suites his/her taste. Some of the museums are mentioned below:

- National Museum of Ethnology ([www.rmv.nl](http://www.rmv.nl))
- National Museum of Antiquities ([www.rmo.nl](http://www.rmo.nl))
- National Museum of Natural History Naturalis ([www.naturalis.nl](http://www.naturalis.nl))
- Centre of Contemporary Art ([www.leiden.nl/cbk](http://www.leiden.nl/cbk))



2) The University of **Leiden's botanic gardens**, The Hortus Botanicus, offer the visitor a veritable treasure-trove of greenery and plant life. Plants from all over the world have been collected and cultivated for the enjoyment and edification of the visitors. For more information [www.hortusleiden.nl](http://www.hortusleiden.nl)

3) The coast (Noordwijk and Katwijk), an extensive lake district, the always colourful bulb fields in spring are situated not far from Leiden. In spring it is nice to explore **the surroundings of Leiden** by boat or bicycle. For more information on p.e. boot- or cycling tours, you can contact the Tourist Information Office, Leiden, telephone +31-(0)900-22 22 333



4) Leiden is situated near interesting **cities** like **The Hague, Rotterdam** and **Amsterdam**. The Tourist Information Office Leiden can provide you with more information.

## Force majeure

Please note that in case of force majeure the organization committee is relieved of all obligations. Force majeure includes any circumstance beyond the will of the organization committee, and that impedes permanent or temporary compliance, including war, danger of war, revolts, strikes, shut-out of workers, transportation difficulties, fire, or severe disturbances affecting the organization committee or its suppliers.

## Information

For more information regarding the congress and for questions regarding registration or payment, please contact:  
Conference Secretariat ANSE Congress 2004  
Leids Congres Bureau  
Janet Knipmeijer or Ellen Hoekjan  
Tel: +31 (0)71 -514 82 03  
Fax: +31 (0)71 - 512 80 95  
E-mail: [anse2004@leidscongresbureau.nl](mailto:anse2004@leidscongresbureau.nl)

