

ECVision Conference  
Vienna, September 24-25, 2015

***“Recognizing Competences”***

***ECVision: Comparability and Validation of Supervisory and Coaching Competences***

***Remarks and input by participants.***

**1) Thematic Focus Group ‘Using the Competence Framework on Policy Level**

**(Moderation: Wolfgang Knopf & Gerard Musger)**

- The discussion centred around the ANSE Policy Plan – especially the sequence of the ECVision Framework of Competences (CF) >quality management and quality development > mutual recognition > introduction of the ‘professional card’ (PC)
- Much energy was spent on the explanation of the concept of the professional card, and what is necessary to develop it.
- ANSE is strongly advised to make very sure all stakeholders and all national organisations (NO’s) understand what the PC exactly is. The same goes for Mutual Recognition (MR).
- Back to the first step: ECVision CF. Please present NO’s (and other stakeholders) with a clear road map, in which all these elements are put in perspective. Start with the introduction and dissemination of CF. We need (a) clear steps and (b) motivating elements (the so called ‘carrots)

**2) Gathering Group Results – Policy Table**

**(Moderation: Sijtze de Roos & Wolfgang Knopf**

- Map the players before stepping in. Make very sure all players are fully informed and ‘on board’ before moving on to further steps (especially the Professional Card)
- Communication is important: clear, repeated communication
- Set out the chalk lines, but do not only work top down. Seek and strengthen bottom up implementation and further development. For instance: if all participants start using the CF with their students, intervision groups and so on, you already have a grass roots movement
- Publish a mutual road map and a framework of steps – mind the evaluation ....
- Organise guidelines for usage by different user groups.
- Use website for continuous updates on how the competence framework is used
- Initiate and support of research based on common descriptions and terms (CF), and gather the (statistical) data.
- CF makes benchmarking possible: register case studies and best practices
- Use it – or have it used – in education, supervising and coaching practice, in HRM, on the labour market, in the European context, and make it known and available to (national) accreditation bodies
- Offer conferences for educators – nationally and cross border
- Again: accreditation bodies are (strategically) important: we can offer them CF and even – via our NO’s – experts to take part in accreditation processes
- Work together with the national organisations on: how to implement the CF, how to cooperate with training institutes, how is it used, how does it develop further in practice?

- Make CF available to sister organisations and share developments with them.
- Arrange strong feed-back loops
- Road map, road map, road map
- And last but not least: you're doing fine at the moment, keep it up

### 3) Expert Panel

(Chair: Gerard Musger)

- Reflection on the conference. First question: I am happy with it, because.....
- Answers:
  - Eric de Haan (EdH): 94.7%. Good focus on implementation
  - Heidi Müller (HM): 80% Lots of new ideas
  - Suzanne Ehmer (SE): 85% Great project, well done. Our discussions (in the supervision and coaching world) are so different now, on a much higher level than before
  - Helga Messel (HA): 75% Learnt a lot, many ideas
  - Louis van Kessel (LvK): 86%. High energy and engagement. 100% for engagement
  - Elisabeth Brugger (EB): 90%, Good dynamics. Great project
  - Heidemarie Müller-Riedlhuber (HMR): 92%. Good impact. Learnt a lot
  - Guido Baumgartner (GB): 70% for the conference. 100% for the results
  - Hans Björkman (HB): 92%. Happy we discussed in terms of possibilities. Like the open atmosphere. See links with HRM
  - Tone Haug (TH). 98% High learning score, and new perspectives
- Second question: I shall use the CF (in my job, in research, or otherwise)....
- Answers:
  - EdH: No, not for qualitative research. As for quantitative research; there are already many other frameworks, so this may raise competition. It is okay for NO's to use it, but I would not hope for the EU to adopt it
  - HM: we need a dissemination strategy. DGSv will invite all researchers and discuss the CF to find intelligent ways of implementation
  - SE: the CF will be very helpful to underscore quality development. We can collect good practices, invite people to use it and give feedback. Let's organise feedback loops
  - HA: Already uses ECVision website. Will make an 'appetiser' for HRM managers
  - LvK: will support ANSE and LVSC in dissemination. Will use it in his publications
  - (EB): Will use it to raise awareness of and interest in supervision and coaching, and also for employees to help them choose for either supervision or coaching, and as guidelines.
  - HMR: Mainly to provide a basis to strengthen the professional profile. We now have an instrument which heightens comparability. It is a step forward in the professionalisation of supervision and coaching
  - GB: Agrees with previous speakers. Dissemination is important
  - HB: This has been much more of use to me (in common business practice) and it inspires me, and I will use it as such.
  - TH: I will promote it at universities and supervision courses to build up supervision as a profession in Norway
- Third question: Do you have suggestions for the next steps?
- Answers:

- EdH: A road map is useful. Also: nominate someone to create an action research cycle (as part of the map). Find out what NO's have already in common with regards to the CF
- HM: Stop definition discussions. It would put us back fifteen years. Totally useless
- SE: Organize small workshops to study exemplary practices, and to study what would be helpful in using the CF. Which could be incentives to use it, to deal with it?
- HA: This is going to be a tango: one step ahead, one back, one around, one ahead again. Lots of discussion, but watch out for definition fights about differences between coaching and supervision. Useless. Learn to live with them.
- LvK: We need a road map. Put in: clear objectives of the follow up, also on the European level (MR and PC). Organise conferences for trainers and educators. Don't mix supervision and coaching (*this was vehemently disagreed with by HA and HM, and, as I found out later, by practically all panel member, except by EB, who as a HRM expert would like clarification of the different formats of professional guidance and support. SdR*)
- EB: I would like more theoretical input, A HRM Handbook could be (partly) based on it. A discussion on the different formats (supervision, coaching, consultancy, counselling, mentoring would be useful to clarify it for users
- HMR: Broaden it! We can now describe the differences and likenesses much better with the CF, without having to bicker about definitions
- GB: Organise conferences on the road map and present the outcomes at the next GA
- HB: Broaden the perspective and broaden the community.
- TH: I'd like a roadmap to support NO's