

The Premiere of the Grundtvig Module in Stavanger/Norway 17-19. March 2015

“Dealing with diversity and interculturality in supervision”

The International Module *“Dealing with Diversity and Interculturality as a Supervisor”*, a Train-the Trainer - Module was developed by a project team of ANSE during the Grundtvig Learning Partnership program „Counselling in a Multicultural Europe – A Key Competence within Life Long Learning“ (2008-2010)

It has been a long time since 8 European countries developed this module which was supposed to go ‘travelling’ through the ANSE supervision family.... and finally Norway was the First to launch it!

In March 2015 two trainers of the module (Eva Nemes, Hungary and Gerian Dijkhuizen, The Netherlands) went to the University of Stavanger to give a 17 hours workshop for students (16 students in their first and second year) of Supervision.

Why should we deal with diversity in supervision?

This was the main question we wanted to explore with the participants, using their own practical experiences, feedback and theory-based reflection as foundations for our work.

The program for the workshop was based on the three key topics of diversity:

- Sensitivity of diversity
- Dealing with diversity
- Managing diversity

The way we worked:

We adjusted the module to our targetgroup and had 3 very fruitful days with the students.

Our starting point was learning by doing. We worked on individual excersises, in small groups and in plenum – have started from a personal perspective and worked towards the professional level, using also some input of theory. The content of the workshop followed the processes in the group.

There was a lot of diversity we could experience ‘in vivo’: not only the tainers were very diverse (country, style, person) but also in the group during the teaching there was diversity everywhere.....e.g. two babies were present during the workshop and even for their mothers the workshop brought a lot: they could nurse them in between and be totally present when the babies had their naps!

The diversity of the workshopgivers (East and West, different cultural background and different personal and working style) have had a very good effect on showing diversity as a source of enrichment.

For the trainers this experience has brought a lot of new information and insight on how to give a workshop like this, how to develop it further.

Although the workshop was given in English we found out that most of the excersises we presented could best be done in ‘mothertongue’. Using the mothertongue and the balance between that and the English language was important. The more the group had its own process the more they could ‘give’ in their mothertongue. By using it every participant had a good way to express feelings and thoughts about the subjects.

Playing with the two different languages brought out the diverse possibilities of the situations more. For us trainers it was also great to only see the ‘bodylanguage’ and the other non-verbal

communication during these processes. That gives, also in supervision situations, so much more information.

We do recommend other members of ANSE to have the module in their countries: whether in an education for supervisors, or for their Supervision Association. The module can be adjusted to any of these situations and bring a lot to participants and trainers.

Next steps:

- The next time the same two trainers present the module will be in Lillehammer/Norway (September 2015).
- In the fall of 2015 the module will be given in the Netherlands (Windesheim/Zwolle) by two other trainers.

We think that the years we worked on this module now finally will bring something of great value to all the international supervisors and their associations.

Gerian Dijkhuizen

Eva Nemes

July 2015