



POLICY DOCUMENT 2020 – 2024 and ACTION PLAN 2020-2022

1. Introduction

At the 18th General Assembly of ANSE, on 9th and 10th of October 2020, which is held as an online format due COVID-19 restriction, we are going to present a policy document 2020 – 2024 and activity plan for 2020 - 2022. Due to the biannual frequency of the General Assembly, any new ANSE board presents its own policy document halfway its four-year tour of duty.

2. The ANSE board

The ANSE board operates as the executive panel of the ANSE Community, to whom all National Organizations and their members belong, within the limits of the [ANSE Statutes](#) and in accordance with the [ANSE Code of Ethics](#). The board works as a team with special focus on various topics. Decisions are taken collegially, and all board members through their portfolios represent the responsibility, legitimacy and authority of the board. To be able to play this role any board needs to be carried by ANSE as a whole. In this way we all are ANSE.

3. ANSE mission and vision

The mission of ANSE is to promote and enhance the position of supervision and coaching in Europe, and therefore to strengthen the position of all our practitioners. Topics like diversity, intercultural cooperation and different cultural background are always considered in all our operations.

At the latest general assembly, a consensus was found that the topic of quality in supervision and therefore in the ANSE community should play a major role in the coming years. This is not about strict regulations, but rather about a constructive exchange between members and sister organizations (EMCC, EASC). For example, we would like to take a deeper look into training curricula and look into the question of what sustainable effect [ECVision](#) has for the ANSE community. Although the submitted project *SuperPrax* was not selected for funding by ERASMUS⁺, we are still convinced to implement aims and actions of the project idea into regular ANSE work. For example, best practice examples are collected and exchanged in collegial intercultural exchange.

The quality group also serves as a meeting point for quality exchange in the member countries. For this purpose, a group will be formed within the ANSE board, which deals with the agendas Quality and Education. As a further consequence, the ANSE standards may be revised. Furthermore, we would like to establish a quality group with members of the NO. The issue of quality is also linked to the question of how to deal with and further develop mutual recognition. One of the next steps is to get in discussion with all ANSE member and in addition to get in touch with new stakeholders at the European level in the near future.

Likewise, ANSE is committed to deal with concerns and needs regarding professional supervision and coaching. Political, social conditions and any other crisis can challenge or impair association work. During these times, ANSE will stand in solidarity with the member countries. We stand for mutual recognition and mutual solidarity. Happily, as a community we may rely on a strong ANSE tradition, based on values such as mutual respect, acceptance of diversity, reciprocal support, and democratic responsibility as stated in our statutes and in the ANSE Code of Ethics.

The increased membership fees in 2018 enables us to carry out the operational business of ANSE in a different way. In order to have more time for strategic and content-related work, we try to digitally optimize administrative activities and outsource some of them. Therefore, we have for example handed over the current bookkeeping to an accounting company. Furthermore, we would like to bring new ideas into the ANSE work. Some of the new topics and formats we want to focus on are:

- Digitalization in field of supervision and coaching (e.g. digital international interview groups, digital workshops, webinars)
- Thematic working groups with members from the board and the national associations (e.g. international quality group, education expert group, mentoring)
- Biannual research award for excellent Master Thesis (for excellent research on Supervision and Coaching, innovative ideas for Supervision and Coaching, European perspective for Supervision and Coaching Master Thesis)

4. Care for continuity

This board continues to work on the issues from previous policy document:

- Professionalizing of ANSE as an organisation (revising statutes, membership procedures, efficient management, finances management)
- Growth of ANSE community
- Support the foundation of (new) National Organizations for supervision and coaching
- Strengthening of the ANSE community of practitioners
- Consolidation of mutual recognition of members in National Organizations within ANSE
- Persistence of professional ethics
- Further development of research and innovation
- Close attention to further cross border quality development

Along these lines the ANSE board endeavours to sustain a culture of cross border exchange and understanding.

Other matters deserving continued attention are following up on ECVision project, the ANSE Journal, the ANSE Newsletter, and ANSE social media and publications. And then there are of course the regular actions, such as the biannual Summer Universities, International Intervision Groups, conferences on research, conferences on training and education of supervisors and coaches, seminars and so on.

Vienna, 1. September 2020

Agnes Turner, president

Inese Stankus - Viša, vice president

Marta Levai, secretary

Andrea M. Geering, treasurer

Piret Bristol, board member

Miriam Ullrich, board member

Reijer Jan van't Hul, board member

Overview of main actions

Approaching topics	
Topics	Planned activities
Digitalization in field of supervision and coaching	<ul style="list-style-type: none"> - Develop ANSE website for more digital interactive activities - Organize online meetings on Quality topic - IIG interested people – twice a year online meeting to exchange experiences and to initiate new groups
Networking in ANSE community	<ul style="list-style-type: none"> - Thematic working groups with members from the board and the national associations - establish ANSE Quality working group (board and experts from NO) - start online discussion group for the teachers, trainers, meta-supervisors
Research	<ul style="list-style-type: none"> - Biannual research award for excellent Master Thesis for the categories: <ul style="list-style-type: none"> a) excellent research on Supervision and Coaching b) innovative topic on Supervision and Coaching c) focusing on European Perspective in Supervision and Coaching
Ongoing topics	
Topics	Planned activities
Quality standards and management (Close attention to further cross border quality development)	<ul style="list-style-type: none"> ANSE Quality working group meeting, 2021 - Online meetings sharing good experiences of Quality standards and management of National Organisation - Create comparable table of Quality Standards and Quality management in National Organisations - Upgrade ANSE Quality standards and create guidelines for ANSE quality management - Cooperation on Quality topic with Sister Organisations
IIG	<ul style="list-style-type: none"> - Arrange IIG certificate design - Close contact with IIG FB group
ANSE Journal	<ul style="list-style-type: none"> - Cooperation with chief editor Sijtze de Roos - Establish editorial board - Ongoing work with ANSE journal

Communication	<ul style="list-style-type: none"> - Newsletter twice a year - Proactive plan how to communicate with sister organisations - Open calendar for ANSE members' events on the webpage
Membership	<ul style="list-style-type: none"> - Prepare motion for clarification of membership (associate and network)
Summer University 2021	<ul style="list-style-type: none"> - Summer University in Riga, Latvia, 16.8. – 20.8.2020 working title: "Power dynamics"
Conference 2022	<ul style="list-style-type: none"> - Research/Education Conference Krems/Vienna, Austria, End of June 2022 working title: "Organisation and Individuals – Learning and Changing Processes"
... and many more actions please keep in mind the 25 th Anniversary of ANSE in 2022 ... news will follow	