

To ANSE board members

Re : PSF full membership application

Dear ANSE Board Members,

It is my pleasure, as president of PSF – Professional Supervisors Federation, in France, to transmit to you our collective desire to become a full member of the ANSE Federation.

We have been involved in ANSE activities for many years, through our delegates participation in ANSE events. We wish to push this cooperation further through an active participation in ANSE institutional work and reflection.

Because ANSE is today the only European Federation deeply dedicated to the spirit and practice of supervision as a role, a philosophy, and a business, we feel that getting closer would allow us to give more power to our action in France in order to represent, defend, promote, and structure our activity not only for professionals, but also for French and European Regulatory Authorities.

On one hand, Europe is the level where we must act in order to unify and harmonize our practices. On the other, it is only by sharing our knowledge, our cultures, and our goals that we will be able to create a great European supervision forum transcending national limits and thus giving our role a significant professional and social dimension.

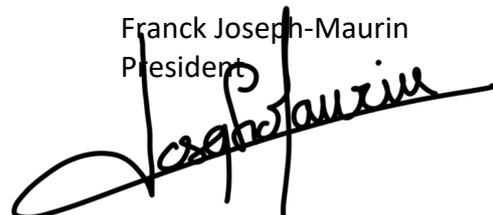
We believe supervision has a fundamental role to play in these changing times and we want to give it more visibility, notoriety, legitimacy. We hope we can be a part of that as full member of the ANSE federation.

I will be personally pleased to support our application directly to you, Dear Board Members, on next ANSE General Assembly Meeting, would you give us a chance to do so.

In the meantime, please be assured of our sincere consideration.

On behalf of PSF board members

Franck Joseph-Maurin
President



PSF

**Professional
Supervisors
Federation**

Application for becoming a full member of ANSE

June 14th, 2022 – Paris - France

Information about our Association	
<i>Name of the Association</i>	<p>Name: PSF – Professional Supervisors Federation</p> <p>PSF – Professional Supervisors Federation is an association positioned as the “Forum for Supervisors” from all activity fields (Business, Social, Psychotherapy, Mentoring, Meditation, etc...)</p> <p>The Federation is the result of a very powerful human encounter between supervisors closely linked by common objectives and a common strategy (Knowledge, Recognition, Growth). Some elements of this strategy are :</p> <ul style="list-style-type: none"> • Sharing supervision insights, knowledge, and science amongst professionals, • Uniting supervision professionals from all business fields, • Giving a professional recognition to supervisors, • Promoting a professional code of conducts applied to supervision, • Representing supervision with public authorities and government, both in France and in Europe and so taking part in the regulation of the activity,

<p><i>What are the goals of the Association?</i></p>	<p>The goals of PSF is to develop, promote and defend, using all means, the profession of supervisors and all related applications, supervision, coaching or associated disciplines, such as “Intervision” or “Hypervision”.</p> <p>It aims to:</p> <ul style="list-style-type: none"> • Develop a practice of supervision that meets high professional standards. • Put a code of conduct for supervision into place. • Bring together supervisors who desire to have an international view of their profession. • Promote the professionalization of the vocation of supervisors to professional associations in France and abroad, and to public officials. • Foster research and the sharing of skills and experience amongst members. <p>We intend to achieve these objectives by following a three ways strategy in the middle and long run :</p> <ul style="list-style-type: none"> • Learning Community : <ul style="list-style-type: none"> • Our association value proposition is focused on our members, constituent of the learning community we aim to develop. • Our ambition is to become the “Forum of all supervisions” in France, gathering supervisors from all activity fields and disciplines (coaching, social workers, medical workers, managers and leaders, mediators, judicial workers, etc...) • We aim to create multiple flux of information exchange, methodology encounters, brainpower activation, on and off line, through a series of events and meetings • Recognition : <ul style="list-style-type: none"> • As professional organization, we are a co-founder of the SIMACS in France (Interprofessional syndicate for coaching and supervision). SIMACS goal is to represent (through CINOV) the interests of our industry (training quality, professional regulation, public recognition) towards public authorities and regulators. • On a European Level we aim to become a full member of ANSE and take our share of work towards the full recognition of our industry by European authorities. • Growth : <ul style="list-style-type: none"> • We aim to unite supervision professional beyond the realm of coaching and corporate business. • We already have members coming from therapeutic fields, judiciary field, social work... • As our community grow, so does our value added towards our members and partners. <p>This “Forum of all supervisions” operates through various means :</p> <ul style="list-style-type: none"> • Setting up presentations, seminars, webinars, meetings and conferences that expand knowledge of the possibilities and use of supervision for coaches,
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	<p>companies and all those interested.</p> <ul style="list-style-type: none"> • Public relations, for example, providing information to the press and media. • Setting up projects such as research, publishing, consultations and training on its own or jointly with other national or international associations. • Signing partnerships with Professional counselling associations which support these actions. • Selecting supervision training organisations <p>In particular :</p> <p>Since 2017/2018, our internal strategy is to work in 4 directions:</p> <ol style="list-style-type: none"> 1. Annual conferences, which, due to COVID situation has been developed both on and offline into an ongoing process 2. Research groups on development and professional practices (PEP'S) 3. Interviews with experienced supervisors to stimulate exchanges between peers (Regards Croisés) 4. Meetings around a topic to co-construct and elaborate a thought process around supervision (WTT) <p>Our events and conferences (PEP'S, WTT, Regards Croisés) are intended to animate and grow our are intended our supervisors community .</p> <p style="text-align: center;"><i>“Our desire is to guarantee a high level of professionalism, as an obvious consequence of a structured organization at the heart of which practices, deontological and ethical issues are constantly questioned in a reflective way.”</i></p>
<p><i>What are the conditions to become a member?</i></p>	<p>To apply for Regular Member Status of PSF, applicants must:</p> <ul style="list-style-type: none"> • Fill in and sign a membership application. • Be a practicing supervisor. • Adhere to and respect the PSF (Federation of Professional Supervisors) code of ethics available on the website www.professional-supervisors.org. • Have practised for at least 3 years or completed 500 hours of professional support (including coaching, mentoring, practice analysis and all other professional support provided to persons, teams and organisations). • Provide proof that the applicant’s practice was supervised in the last 12 months (e.g. invoice). <p>Attach a cheque for 250 € for annual membership, made out to PSF (deduct 60 € for each quarter elapsed in the calendar year).</p>

<p><i>What is your definition for supervision?</i></p>	<p>Supervision is the relationship between a support professional (coach, therapist, social worker, etc.) and the supervisor, who is a qualified professional of supervision, him/herself not involved in a managerial relationship with this person.</p> <p>In this reflexive interaction, the questions of the Supervisee are worked on, studied and analysed in full confidentiality. These questions pertain to the various aspects of their mission as a support professional – ongoing professionalization, case studies and reflexivity, ethics, posture, affects, options, and personal and existential development.</p> <p>The aim of this relationship is to improve the quality and safety of the support provided as well as to support and guide, in turn, the supervisee in their personal and professional development.</p>
<p>Information about our members</p>	
<p><i>Number of members</i></p>	<p>85 members in 2022</p>
<p><i>Which training institutes are represented by the members?</i></p>	<p>- Education schools for supervisors:</p> <ul style="list-style-type: none"> • CSA - Coaching Supervision Academy - Gilles Roy: https://coachingsupervisionacademy.com • IDSUP - Institute for Supervision Development - Martine Volle: http://www.idsup.fr •UNDICI - Michel Moral, Florence Lamy: http://www.undici.fr <p>In addition, specific supervisor training courses are represented by schools of coaching, therapy, mediation, social work. Each one in its own specialty as a completion of training cursus and as a validation of years of experience and seniority.</p>

Information about Education programs	
<i>How many accredited training institutes do you have?</i>	None.
<i>How many Education programs do you have in your country?</i>	3 schools dedicated to supervision and supervisors training.
<i>List of Training Institutes and programs</i>	<p>- Education programmes for supervisors:</p> <ul style="list-style-type: none"> • CSA - Coaching Supervision Academy - Gilles Roy: https://coachingsupervisionacademy.com <p>The goal of this programme is to provide not only solid training on the use of the classic models of supervision but also on the original model developed by CSA, the “Full Spectrum Model”. For CSA, personal development for Coach Supervisors is fundamental and particular attention is given to personal and professional maturity.</p> <ul style="list-style-type: none"> • IDSUP - Institute for Supervision Development - Martine Volle: http://www.idsup.fr <p>The ultimate aim of the programme is to provide a framework for the practice of supervision, and references in terms of the competency expected, ethics, and activities implemented in order to guarantee the safety of those benefiting from the supervision. The supervisor-in-training is trained to evaluate him or herself, to assess his or her existing skills, become aware of blind spots, decode countertransference and systemic reflections in the counselling professional/end client relationship and to define the focus for knowledge acquisition.</p> <ul style="list-style-type: none"> •UNDICI - Michel Moral, Florence Lamy: http://www.undici.fr <p>The theoretical reference is pluralist and integrative, combining psychodynamics, cognitivism, humanism and system theory. The reference is the “7-eyed” model (Hawkins & Shohet, 2009) which integrates intrapsychic, interindividual and systemic visions. This model is amply documented in literature and is known worldwide. It can, therefore, be shared and passed on.</p>

Information about quality system	
<p><i>What are the requirements and procedures within your National Organisation?</i></p>	<p><i>To apply for Accredited Membership</i></p> <p>Conditions for admission as an accredited member of PSF:</p> <ul style="list-style-type: none"> • Adherence to the PSF Code of Conduct. • 5 years or 1,000 hours of professional support (including mentoring, practice analysis and all other professional support to persons, teams and organisations). • Be a member of a professional association for their occupation. • Have completed a recognised training programme for professional supervision or have 2 years of practical experience in supervision (5 supervisees/year). • Been supervised regularly in your practice for at least 5 years. • Hold a professional liability insurance policy. <p>Application file</p> <ul style="list-style-type: none"> • Must include: <ul style="list-style-type: none"> - A presentation of one’s practice philosophy and frame of reference(s), taking into account the three dimensions: personal, relational, and environment or system,

- A demonstration of commitment to continuing professional development and to pursuing personal development,
- Any contributions to the profession: articles, conferences, research, design or facilitating supervision workshops,
- Acceptance of the PSF Code of Ethics,
- A sworn statement for the current year attesting to continued supervision.

Accreditation Process:

Following review of the application, a 1-hour interview is scheduled with 2 members of the Accreditation Commission (members of the Executive Committee and/or honorary members) which aims to allow the supervisor to address the following: their posture as a supervisor, their frames of reference, the composition and framing of their missions methods and practice, their personal development, training supervision and approach to continued growth as a professional.

- <http://professional-supervisors.org/wordpress/wp-content/uploads/ProcessusCertificationPSF.pdf>
- Application fee: 100 € (to attach to the application file along with a cheque for annual dues of 250 € which is only deposited in the case of a positive decision on the membership request).

Accredited members can promote their PSF accreditation in their professional communications materials.

Motivation to become a member of ANSE	
<p><i>How do you see your activities within ANSE?</i></p>	<p>Since the association was created, we have been in contact with the ANSE in order to enable France to take its place in this great European association.</p> <p>PSF has established a policy for partnership and cooperation with a number of associations in France, in order to:</p> <ul style="list-style-type: none"> • Promote the usefulness and the use of supervision among vocational support professionals. • Benefit from specific information on evolutions in professions thanks to our partners. • Inform our members and disseminate information. To be a partner of quality in France, PSF needs to be active beyond its borders in a European and international network. ANSE would allow PSF to take advantage of multidisciplinary and multicultural connections. <p>In return, PSF's participation would allow ANSE to add one more member country in Europe and to include the work being produced by supervisors in France.</p> <p>- How do you see your activities in ANSE?</p> <p>Contributing to ANSE, in Europe, means:</p> <ul style="list-style-type: none"> • Participating in European conferences, in working groups. • Giving ANSE information on the activities related to supervision and associated disciplines such as coaching, mentoring, mediation, facilitation, training, and education programmes in France. • Providing the correspondences between the European and French certification standards and comparing legislation. • Alerting on the discrepancies between support professions, according to the country and the culture. • Contributing to the debate on harmonization of competencies, and regulation of the title, at a European level.

	<p>Promoting the work of ANSE in France means:</p> <ul style="list-style-type: none"> • Representing ANSE before French public authorities and other regulatory bodies and promoting ANSE. • Promoting ANSE activities and research projects in France, and disseminating them through the website, newsletter and other publications. • Promoting ANSE’s image in France to our partners and our members. <p>Communicating information on ANSE events in France through the website, newsletter and social networks.</p>
Contact information	
<i>Board</i>	<p>President: Franck JOSEPH-MAURIN – franck@mycelium-consulting.com</p> <p>Secretary General: Patricia Guitton - patriciaguitton@kalisattitude.com</p> <p>Treasurer: Elisabeth Georges - elisabethgeorges@disdeveloppement.fr</p>
<i>Name of Delegates/contact persons with ANSE</i>	<p>Franck JOSEPH-MAURIN , President Samia KLOUCHE, Vice President in charge of International Relations Carynn Palama, Vice President in charge of institutional relationships</p>
<i>E-mail</i>	<p>Franck Joseph-Maurin : franck@mycelium-consulting.com Samia Klouche : ks.coachingmissions@orange.fr Carynn Palama : palamacarynn@gmail.com</p>
<i>Webpage</i>	<p>www.professional-supervisors.org</p>
<i>Telephone</i>	<p>Franck Joseph-Maurin : +33 6 03 48 82 24 Samia Klouche : +33 6 65 26 01 99 Carynn Palama : +33 7 87 85 56 11</p>
<i>Address</i>	<p>Professional Supervisors Federation 43, rue Beaubourg 75003 Paris FRANCE</p>

Procedure for becoming a full member:

1. Application form is filled and sent to mail: office@anse.eu
2. The board checks the afforded information upon the criteria for membership.
3. The applicant will be invited by the president of ANSE to participate with at least one representative at the General Assembly and having separately a conversation with a delegation of the board within this framework.
4. The board formulates a motivated recommendation for decision-making to the General Assembly:
 - Admission/refusal;
 - Admission under certain conditions;
 - as full or as an associate member.
5. The General Assembly decides on the admission with simple majority.
6. The applying association will be informed by the president in written about the Decision made by the General Assembly.
7. In case there are formulated some conditions or there was a refusal, an explanation in written form will be given.

Fee for acceptance as member (incl. fee for application procedure: 260 €

Exception

Associations that have problems with the amount decided on, can make an application with arguments in written at the board for a reduction.