



POLICY DOCUMENT 2022 – 2024 and ACTION PLAN 2022-2024

1. Introduction

At the 19th General Assembly of ANSE, on 29th and 30th of October 2022, we are going to present the activity plan for 2022 – 2024 (the policy document 2020 – 2024 was presented at the 18th General Assembly).

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 general assembly, one 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).

The quality group can serve as a meeting point for quality exchange in the member countries. 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 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.

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. In order to reduce the workload of the Board we intend to foster thematic working groups with members from the board and the national associations like the editorial board.

Furthermore, we would like to bring new ideas into the ANSE work. Some of the new topics and formats are showed in the actionplan below.

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 connecting to new members
- Support the foundation of (new) National Organizations for supervision and coaching
- Strengthening of the ANSE community of practitioners
- Persistence of professional ethics
- Further development of 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 the ANSE Journal, the ANSE Newsletter, and ANSE social media and publications. There are of course the regular actions, such as the biannual Summer Universities, International Intervention Groups, Talent Talks, conferences on research or training and education of supervisors and coaches, seminars and so on.

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

September 2022