



## The DGSv

Deutsche Gesellschaft  
für Supervision und  
Coaching

German Association for  
Supervision and  
Coaching

**DGSv**

Deutsche Gesellschaft für  
Supervision und Coaching



## DGSv

The attractive  
Community for  
Supervisors,  
Coaches and  
Organizational  
Consultants

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## Highlights and Challenges 2020-2022

- Transformation of the organizational structure and new statutes
- Generational Change: New honorary Supervisory Board, new full-time Board, new delegates
- End of growth and need for financial consolidation:
  - ➔ Focus on impact for members
  - ➔ New vision: „DGSv is the most attractive Community for supervisors, coaches and organizational consultants”



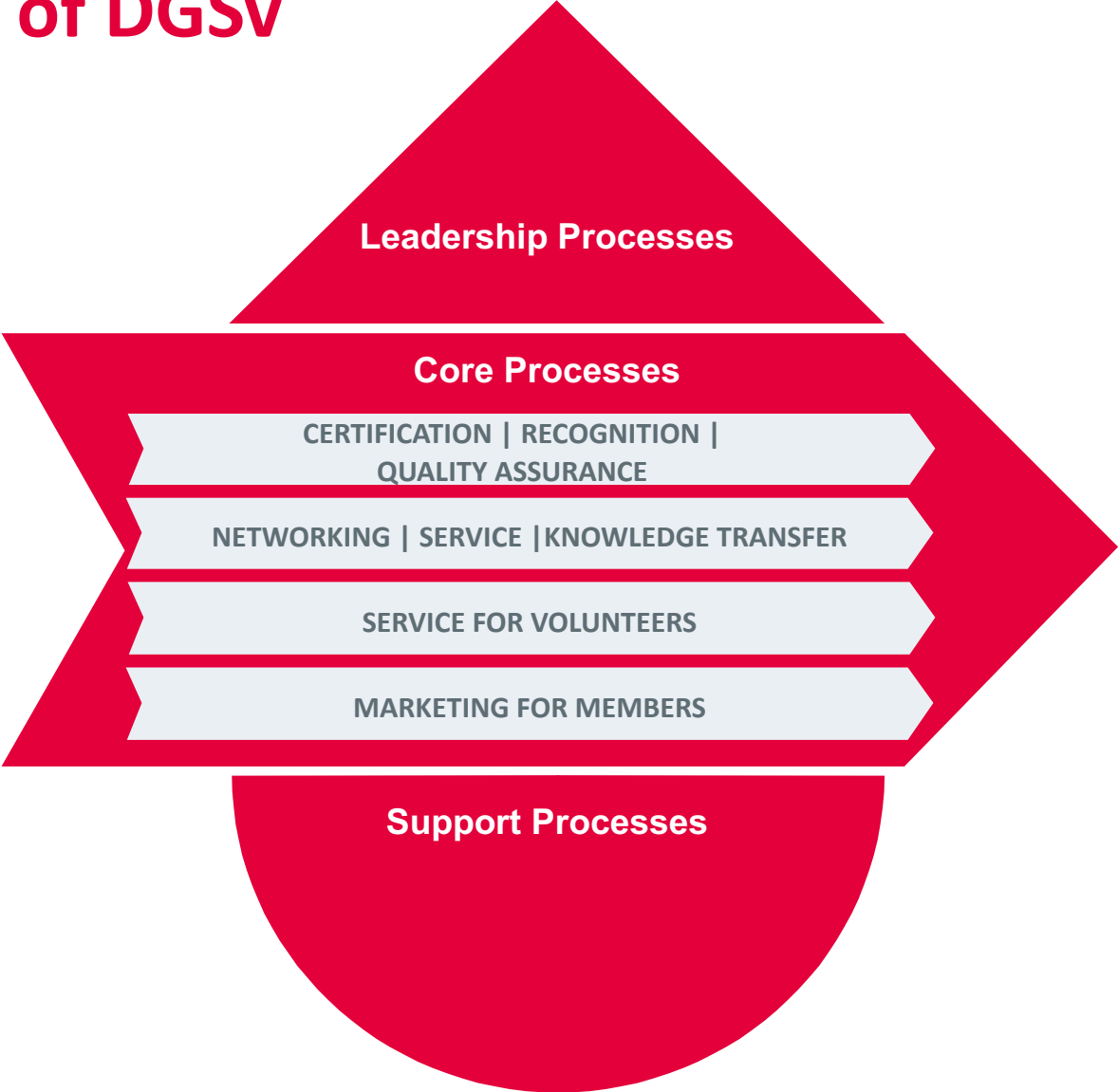
# Highlights and Challenges 2020-2022

## DEFINITION OF FOUR CORE PROCESSES:

- Short and sharpened definitions of supervision, coaching and organizational consulting
- New ethical guidelines (to be confirmed; to be translated into English; to be put on the website [www.dgsv.de](http://www.dgsv.de))
- New membership regulations (to be confirmed; to be translated into English)
- Managing the DGsv during the pandemic and supporting members concerning supervision and coaching during the Pandemic (with decreasing importance)



# Core Processes of DGSv





## Plans and Expectations 2023-2024

Plan A: Investment in website, social media, SEO (search engine optimization), our own search engine, membership service, marketing for members

→ DGSv's expectations towards ANSE: Exchange on experiences

Plan B: Integration of organizational consulting as a third dimension of professional identity

→ DGSv's expectations towards ANSE: Exchange on experiences; synopsis of standards and regulations in different National Organizations

No DGSv-plan, but just...

→ a question to ANSE: What does ANSE define as its core processes while

a) being an association for associations; b) supporting European cooperation?



# Supervision-Coaching-Organizational Consulting

The foundation: supervisory competence and attitude

Our members have a high professional standard. They are committed to the tradition of the Enlightenment. They want to support useful, profitable, functional reflection processes of people and organizations. At the same time, they assume a social task by promoting democratization, discourse-friendliness, reflexivity, emancipation and transparency, as well as ensuring clear roles and responsibilities in the world of work. Their counselling is characterized by careful task clarification, diagnostics and process design with regard to the dimensions of person, role and organization.



# Supervision-Coaching-Organizational Consulting

Supervision: shaping complex relationships

Supervision is counselling for people and organizations whose own primary task is to work with and on people and who therefore have to find their professional position again and again in the tension between proximity and distance to their clients. This is a highly demanding relationship work for which supervision is essential. Supervision enables continuous reflection on professional roles. Supervision is aimed at individuals, groups or teams. It is integrated into the organizational structure and contributes to organizational development.





# Supervision-Coaching-Organizational Consulting

Coaching: mastering everyday working life

Coaching is aimed at people, often executives, in organizations whose goal is to expand their repertoire of actions. It is usually cause-related, solution-oriented and limited in time. It focusses on a very specific professional question or challenge. Coaching supports self-reflection and the trying out of new behaviors. It is aimed at individuals or teams.



# Supervision-Coaching-Organisationsberatung

Organizational consulting: accompanying major changes

Organizational consulting focuses on the organization or organizational units as a whole. The primary goal is to maintain or increase the functionality and performance of an organization or organizational unit. Organizational consulting is the professional consulting and support of change processes. Organizational consulting uses a wide variety of formats with which the organization can have an impact. Supervision and coaching can also be integrated into organizational consulting processes.