

Looking back, this year has been a year of intense political and societal dynamics and changes in the world.

In our daily work we try to relate to that and act in the most beneficial way to support individuals, teams and organisations to deal with it. We have been intensifying our presence in Brussels to make aware, how supervision and coaching can be beneficial not only for individuals, teams and organisations, but also for society in times of transitions and insecurity - bridging gaps of a fragmented world.

In times with tendencies of falling apart it is wonderful to see the ANSE community prospering. It was great to meet in person for the 20st General Assembly in Paris, where we welcomed Czech Republic and Iceland as new ANSE members and - with the acceptance of the new statutes - created a sound foundation for future developments and possibilities for ANSE.

We are looking forward to meeting you and explore the 'Ocean of Possibility' at the Summer University in Munich.

We wish you all a good start into the new year and all the best, strength, good health, and success for 2025.

Your ANSE board

ANSE Events 2024

January 16	President Meeting 2024-01 (Online)
January 24	Parliamentary Breakfast – Coaching and Supervision for an inclusive, transforming and healthy society (Brussels, Belgium)
January 29	ANSE Talent Talk N° 11 – "Person, Role, Organisation" by Barbara Baumann (DE) (Online)
February 9–10	Board Meeting 105 (Online)
April 23	ANSE Talent Talk N° 12 – "When it Clicks" by Donatas Petkauskas (LT) (Online)
April 30	President Meeting 2024-02 (Online)
May 23-26	Board Meeting 106, 40 th Anniversary of Swedish Association Handledarföreningen (Stockholm, Sweden)
June	ANSE Journal 8-2024-1 – "More words beyond words – values and identities in an incomprehensible world" (Online)
September 16	Board Meeting 107 (Online)
October 16 / 20	Boards Meeting 108 (Paris, France)
October 18–19	Inspirational Day & 20 th General Assembly (Paris, France)
November 21	European Day of Supervision and Coaching – "Bridging Gaps in a Fragmented World: The role of reflective practice" (Brussels, Belgium)
December	ANSE Journal 8-2024-2 – "Storytelling and narratives" (Online)

Talent Talks

After three years of ANSE Talent Talks we can say that it is a sustainable concept. We started during the covid period to organize online meetings, but now since we are back to normal, we organize them twice per year. One in April and one in November.

In 2024 we had three ANSE Talent Talks. In January we had the postponed Talent Talk about Person - Role - Organization and their interaction in supervision by Barbara Baumann from Germany. In April Donatas Petkauskas from Lithuania hosted When it Clicks, about Game-changing moments in team supervision processes. In November we had a Talent Talk by Ulrika Ernvik from Sweden about Storytelling in supervision. All participants received a certificate for further education.

International Intervention Groups

International Intervention Groups (IIGs) provide an opportunity for supervisors to connect, share insights, and enhance their professional identity. These groups promote open dialogue and support ongoing professional development.

In 2024 we had 4 IIG information sessions. Two regular meetings and two meetings for members of Russian speaking members. In all information sessions, new groups were formed.

At this moment 19 IIG's are active. We calculate 11 English speaking, 1 German speaking, 1 French speaking and 6 Russian speaking IIGs

The IIG Information sessions for 2025 are scheduled for March 6th and October 30th.

ANSE Journal

From December 20, you can download your free copy of the newest ANSE journal (8-2024-2) about Narratives and Storytelling at <https://www.professioneelbegeleiden.nl/anse>

The next theme for ANSE Journal 9-2025-1 to be published mid-June 2025 is "Artificial Intelligence". We hope you are inspired and willing to share your experiences as a supervisor with artificial intelligence. Is it a tool, or a thread for supervision? And how to use it, implement it, or avoid it?

The deadline for handing in your article is March 31, 2025. Anyone inspired to write about this is invited to contact the editorial board, or your national editor of your own association.

In January 2025 Sijtze de Roos will hand-over his Interim Chief Editorship to the new Chief Editor of the Editorial Board: Kristina Urbanc from Croatia. We thank Sijtze for all his efforts in the past year and are very happy that Kristina is taking over.

ANSE Inspirational Day and General Assembly in Paris



Because we had the ANSE president meetings online to get permission to start rewriting the ANSE statutes and the second meeting to go through the statutes and present the changes that were made. We decided that a "live" president meeting before the General Assembly (GA) was not necessary anymore. Instead of that we organized the inspirational day. During this day, topics were presented that we did not have to vote about during the GA. In the morning the Dutch LVSC presented their Committee of International Contacts (CIC) to inspire other associations to organize their own CIC. The CIC is a committee related to the board of the LVSC, but the members are not part of the board. They report ANSE business to the national organisation, deliver the delegate and can be invited by ANSE to participate in activities. One of the members was the contact for the Parliamentary breakfast in Brussels in January.

Rita Skriadaite from Lithuania presented the outcomes of the Quality Expert group. They have produced a

Quality manual that can be used by all members of ANSE. Also the minimal standards to become a supervisor were presented, because there had to be voted on during the GA.

In the afternoon there was a Collaborative Learning Lab. The topics were brought in by the national organisations themselves. During this Lab there was an open space to ask questions, discuss interesting topics and find answers for dilemmas of the associations. It was a fruitful afternoon.

During the GA the usual topics like Minutes, Budget etc. This year the unusual topics were the new ANSE statutes, the minimal educational standards for supervision and the new full members, Handis and Cas and two new board members in ANSE board. All topics were voted in favour.

We had two well prepared days in Paris, organized by the PSF and Hans Ueli Schlumpf.



New Board Members 2024-2028



Enikő Kapsza from Hungary and Arita Featherstone from Latvia are the new board members.

Together with the remaining board members Miriam Ullrich, Reijer Jan van 't Hul, Cornelia Kohlross-Gittenberger and Ramunė Gečaitė they make the full ANSE board for the next two years. More information about the contact countries and the portfolios of all board members can be found on our website: <https://anse.eu/about-anse/board>

On behalf of the board we thank Piret Bristol and Hans Ueli Schlumpf for all their efforts in the past years, being a board member of ANSE

21 Full Members of ANSE, New Members: CAS and Handis



During the GA the Icelandic association Handis and CAS, the national association of Czech Republic were accepted as full members of ANSE. ANSE now consists of twenty-one full members, one associate member and five supportive members.

ANSE Quality Guide

In the past three years the Quality Expert Group was formed to research the quality systems in all ANSE member associations and to compare them to each other. The members Gerry Aerts (NL), Christoph Bär (CH), Ella Büchner (DE/FR) Rita Skriadaite (LT) and Inese Stankus-Visa (LV) revised the minimal standards to become a supervisor and produced an ANSE Quality Guide during their meeting in Bern (CH) in May 2024. You can download your copy of the [quality guide here](#).

European Day of Supervision and Coaching



Since the European Day of Supervision and Coaching was developed on the 21st of November, the founding day of ANSE in 1997, more and more associations organise an event.

This year there was a cross border event in Croatia, organised by HDSOR for supervisors from Bosnia & Herzegovina, Croatia, Slovenia and Montenegro. The ÖVS organised a national event in Vienna. The DGSV organised an online event with speakers from Lithuania, Netherlands and France. The LVSC released a podcast about ANSE and European events.

Last but not least a delegation of ANSE board, ÖVS, DGSV and BSC-ASC organised an event in Brussels for members of the European Parliament, their employees and other interested people, to make supervision and coaching more known in the European parliament. One of the statutory aims of ANSE.

Let's make the 21st of November even bigger. Plan to organise an own event in your association next year or get inspired and organise a cross-border event like the Croations and the Germans did.

ANSE Coming Events 2025

February 14-16	Board Meeting 109 (Vienna, Austria)
March 6	International Intervention Group Information and Forming Session (Online)
April	ANSE Talent Talk N° 14 (Online)
June	ANSE Journal 9-2025-1 – "Artificial Intelligence and Supervision" (Online)
August 16-17	Board Meeting 110 (Munich, Germany)
August 18-22	11 th Summer University – An ocean of possibility (Munich, Germany)
October 30	International Intervention Group Information and Forming Session (Online)
November 21	European Day of Supervision and Coaching
November	ANSE Talent Talk N° 15 (Online)
December	ANSE Journal 9-2025-2 – An ocean of possibility (Online)

We wish you happy holidays and all the best for 2025

