"ROMANIAN Supervision - Context, Communication and Culture
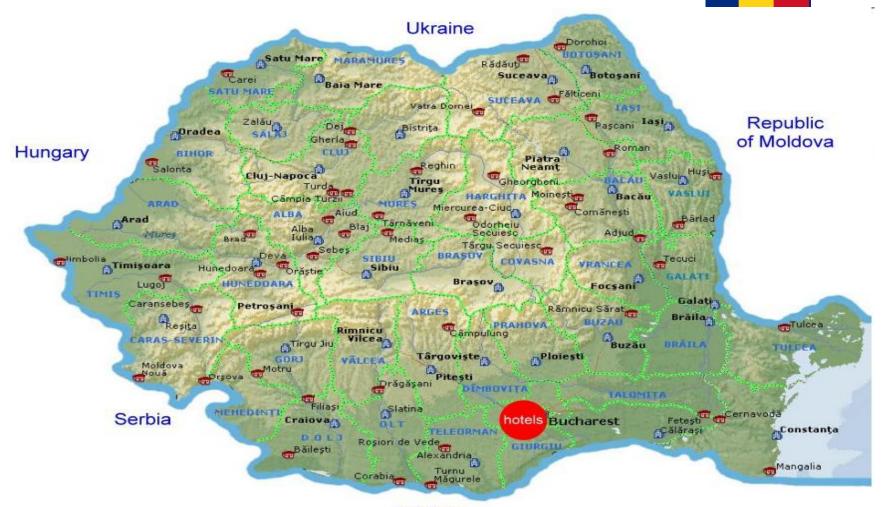
OVIDIU IONESCU

ROMANIAN Supervision

ROMANIAN Supervision

Romanian Supervision

- Parliamentary Republic
- Population: 22.303.522
- Official Language: Romanian
- Capital : Bucharest
- Currency: Leu
- 1877 Independence War
- 1918 Great National Territorial Union
- 1944 End of Second WW.
- 1989 End of Communist Horror Regime and beginning of the capitalist nightmare.

Romanian Supervision

Main cities – important University Centers:

Bucharest
Timisoara
Constanta
Iasi
Cluj
Craiova
Sibiu

Romanian Supervision

1990 – Revolution and change of the political regime

Development of the universities and

re-emergence of the humanities

Romanian Supervision

The supervision has been introduced along with the international humanitarian aid and the development of alternative social welfare practices requiring monitoring and mentoring. Professionals from NGO environment carried out long term supervision for the human resource.

Romanian Supervision

ASR has 18 members majority unfolding professional activities in the children and adults social services.

Year of creation 2007

www.supervizare.com

The supervision as well as further training support improved the intervention quality mainly in the child abuse, mother and baby support services, youth life skills programs.

Romanian Supervision

The cultural institutional background along with the autocracy environment acknowledged two supervision approaches:

a) Pragmatic vision: find roots in communication, group interaction and functioning theory. It became a part of the democratic management and approach observed activities by both supervisor and supervisee. It applies to subordinated relationship descending from the managerial authority to the employee.

Romanian Supervision

Very often the terms "supervisor" and "manager" are overlapped concepts and identifies themselves as designating the same relationship.

When applying the definition to the child welfare case management environment the supervisor:

Romanian Supervision

- *Support and train the staff dealing with case management.*
- *Lead and co-ordinate the activities of the program.*
- *Assess the employees' performances, the efficiency of the program and the results for the beneficiary families.*
- *Contributes to policy making and apply them.*
- *Manage programs.*
- *Assure communication and feedback.*
- *Settle co-operation relations.*
- *Negotiate agreements between organizations/systems.*
- *Interfere in solving problems for consolidation of child and family services system*

Romanian Supervision

Usually is tailored upon the environment and setting features

* There is a cultural embedded mentality that the authority should control everything (= should master everything)

Romanian Supervision

To recall:

In the Romanian language, the term „supervision" did not exist in the dictionaries till 1995 (The Modern Romanian Language Dictionary, The Romanian Encyclopedic Dictionary). In The Explanatory Dictionary of the Romanian Language – DEX,1998 edition, it appears only with the meaning of „seeing a performance, a movie, reading a text for establishing their qualities and for disposing or recommending their buying, performing, publication etc." Instead, the term exists in the specific training culture for psychotherapists.

Romanian Supervision

Widely inserted in Romanian language in the same time with the terms and activity of western management, the meaning is often mistaken with the description and the connotations of the term „watch" which, in the current language means control, guard, continuous attention (still-watch), pursuit and authority.

Romanian Supervision

The second view

Considered romantic, is the conception about an archetype relation, mostly individual, an initiation between a master and the apprentice, between magister and rival, totally different from the academic, informational, educational aspect of it. It comes from the religious initiation register and has been taken by the psychotherapy, specially through its psychodynamic forms, by Sigmund Freud's urge,educational activity and proselytism. It has been assumed by almost all psychotherapy schools. This means also the revealing of some „closed" or unconscious aspects from the supervisee's and supervisor's lives and even from their relationship.

Romanian Supervision

An excellent illustration of this kind of approach appears in Herman Hesse's novel Game with glass beads (Das Glasperlenspiel, 1943), where "Magister Ludi", Josef Knecht gets initiated in the obscure „game" of glass beads, as a symbol of the wisdom of humans and a synthesis of science and art. In the book, there appears an argument that is often adopted by psychologists

and psychotherapists and this is that „the truth must be lived and not be learned in an academy

('doziert' in German)".

Romanian Supervision

In this view, transmission of affective attitudes and models prevails on transmission of knowledge and abilities

Romanian Supervision

Our credo:

Interdisciplinary and multifactor approach on supervision

Counseling vs supervision

The demarche to understand the interdependence and similarities of both processes lead us to state several principles:

Romanian Supervision

Individualism:

The purpose of counseling – supervision is the achievement of the maximum personality potential through the development of consistent vision of the world in a professional environment (Matei Georgescu 2004)

Minimize essentialism

The counselor/supervisor hasn't achieved the absolute knowledge upon the axiological elements of good – wrong. There is a freedom of choice to consider within the supervision/therapeutically relationship (Matei Georgescu 2004)

Romanian Supervision

Progress approach

Experimental, pragmatic and instrumental outlook. There is no general theory about the world but the truth lies within the specificity and particularity of each person experience.(Matei Georgescu 2004)

Existentialism

The most meaningful reality is provided by our own existence. It is in human nature to experience personal identity and there is a big self actions accountability. There are situations that determine anxiety (angst) which have to be approached in the process. (.(Matei Georgescu 2004)

Romanian Supervision

Psychological fundamentals:

G.Murphy: *Perception is determined by the subject experience and emotional status*

Individuals perceive what they "can" and "wish" to. *There are important learning theories like "Field theory" which focus on insight as complex learning experience (Kurt Lewin – psychological field, group field and social field) .*

Cognitive: Learning is understood as an active perception and concepts restructuring process. The supervisor and counselor can use learning strategies to improve the client performance.

Psychoanalysis: Ideal Ego vs. Real Ego ("You must do" uncritical internal models vs. personal judgment determined by reality and non-unconditional submission), Ego, Sur-Ego, Fantasy, Unconscious, Meta-psychology,

Defense mechanism, Mirroring

(Matei Georgescu Bucharest 2004)

Romanian Supervision

Ethics – Cross cultural outlooks

-Confidentiality

-Emic *– there is "normality" defined through cultural based prescriptions and regulations. Institutional, community, individual cultures have specific normality items.*

-Ethics: *Normality transcend cultures and are universal believes regarding the normal frameworks and boundaries*

Romanian Supervision

- Contractual relationship

- Feed-back

- Transparence

- Setting

Romanian Supervision

Supervision / Professional Counseling

Balance between expressive models and in-conduct behaviors

Symbolic expressive models *are safety social order valves - tension can be released through expressive models.* (Expressive culture-John Roberts 1959 "the existence of institutionalized tension discharging means determined by specific repression e.g. children's games vs adults strategy games, gambling, abilities and performance games, team building, competition in modern societies, team work and the prospect of prestige for any player, solidarity and collective planning (football game).

Psychopathological models of defense =in-conduct (enactments patterns/Linton) (failure of expressive models)

WE CONSIDER **SUPERVISION** AS AN EXPRESSIVE MODEL OF PROFFESSIONAL DEVELOPMENT TOO (social order safety valve a kind of "meta-social comment" to codify the society tensions)

Romanian Supervision

Current supervision practices

There are different kinds of supervision

Starting from the supervision model in psychotherapy, the most experimented till now in our country, we can see more ways:

- educational supervision which is generally addressed to psychologists/psychotherapists in training;
- practical educational supervision for professionals, where a practitioner works with a colleague in the presence of a supervisor-trainer, in an intensive training session;
- direct supervision of working with the client where a practitioner works with a real client/ group in the presence of the supervisor-trainer

Romanian Supervision

- professional delayed supervision where a practitioner describes a situation or a case that happened in reality (analysis of some registrations as a video tape, role game, analysis of the process, case study, etc);

- individual supervision that allows the better knowledge of the specific style of the supervisee, where also the competence level, the transfer condition in supervision etc are taken into account;

- Inter-vision where two same level practitioners supervise one another and making some problems clear;

- group supervision that allows discussions about more cases with different specific aspects, widening the field of professional experience with the joint contribution of more practitioners.

Romanian Supervision

Coaching in Romania

Romanian Coaching Institute – 2007

Professor Horea Murgu

Meta-systems Coaching – ICF 2007

Mr.Alain Cardon

Romanian Supervision

- **Values**
- Excellence as a form of expressing our clients' professional success and personal fullfilment
- Continuous orientation towards change, performance and learning
- Protecting the integrity of the decisional, informational and emotional processes of our clients
- Authenticity: totally trustful and with an honest personality, spirit and disposition
- **Why is coaching so influential ?**
- It helps the client focus on getting results, challenges, changes or on learning the most important individual as well as organizational values
- It sets a reliable, confidential relationship that can be assessed through the results obtained
- It increases awareness, it ecourages a strategic approach and formulation of hypothesis, it changes the perspective and sustains quick development
- It supports development and increases the interpersonal competences, as well as bussiness and leadership competences; as a result, both the invidual and the organization are benefiting
- Studies on executive coaching (Manchester 2001, MetrixGlobal 2001) have showed that a well designed coaching programme can attain a level of investment return varying from **500% to 700%**. During such a study, seven out of ten participants appreciated that the value of the sum returned to the company was around 100.000$.
- Professionalism in coaching means the mixture of analitical and intuitive skills with the experience in management. **The results are not better, but they are more significant.**

    (Resources: www.coaching.ro / 'Behind every champion there is a skilled coach)

Romanian Supervision

Services

Corporate coaching - **Corporate Coaching** is dedicated to the multinational business market. RoCoach has an unique experience in the field, offering since its start advice to various types of clients

- ## Executive coaching:

- Coaching for free-lancers
- Entrepreneurial Coaching
- Coaching for managers

Team coaching

- Developing the leadership competences of the team leader
- Developing the team player competences of the team members
- Developing the systems and processes within the the team

Romanian Supervision

"Meta-system Coaching Academy"
(Resource: "www.**metasysteme-coaching**.ro"

METASYSTEME is a global results-oriented executive, team and organizational coaching network radically dedicated to increasing your measurable successes through breakthrough systemic strategies.

Alain Cardon "Executive Coaching *The art and science of asking yourself the right questions"*

Coaching originates from the world of sports where extreme competition creates demanding athletes who ask themselves how to develop their own means and internal resources to radically increase their own performance.
Coaching approaches are today developped to achieve breakthough results in all personal and professional arenas of life.
If the art of coaching consists in facilitating a client's performance development (without getting in the way of the ball or bat), it is different from a trainer approach, more focused on the acquisition and practice of new efficient content and methodologies.
If various theoretical knowledge in various fields (T.A., NLP, psychology, finance, medicine, etc.) and /or experience in other related professions (therapy, management, sales, psychoanalysis, etc.) will always be helpful to enlarge the competencies of a coach, his or her practice stands within a completely original frame of reference and rests on a specific set of tools.

Romanian Supervision

TRAINING

- Coaching fundamentals

- Advanced Meta-coach

2900 Euro +TVA – 8 days

ICF Trainers – Supervised by Alain Cardon

Case study

2007 – ASR and Lavric & Porumb Social Work Agency contracted the team supervision activity in 14 counties within the Adoption Departments. Main counterpart National Adoption Agency – Governmental Institution

Romanian Supervision

Scope of work

Coordination and monitoring of the adoption activity at the national level (technical assistance and supervision) for the General Social Work and Child Protection Directions region 1(north-est), 2 (south-est), 5 (west) and 7 (center).

Romanian Supervision

Main goals and outcomes

1. Increasing the quality of the adoption services

2. Professional conduct and performance improvement within the adoption services

Romanian Supervision

Activity: group / team supervision

One inter-vision session with the supervisors

Outcomes and Lessons learned

a) There is a high need for improvement of a specific inter-vision network and monthly meetings framework (supervisors support sessions)

b) Difficulties in the supervision relationship where the supervisor was a former employee of the establishment or he is public servant, normally they are forbidden to provide other activities than the public support within the institutional framework (exception the training provision but supervision is not basically considered within this frame). Hard to ascertain the boundaries and to have a "clean" intervention when there is an interdiction. Outcasts

c) The language used during the supervision sessions – there were regions where the mother language is Hungarian then the supervisors where chosen upon the cultural need. But few people within the group where not Hungarian speaking language so, it was difficult to involve them in the communication.

d) Supervision contracts have been experienced within the program intervention and a good framework has been preserved up to the end of the project.

e) The institution managers accepted to be absent from the supervision sessions and to promote the team confidential support intervention.

f) 76 professionals have been supervised and the case strategies have been improved.

g) Supervisee acknowledgement of the short and long term supervision benefits on their daily work.

h) The clients requested the continuation of the project and now, supervision has it's second stage of implementation and it caught the attention of other professional institutions.

Romanian Supervision

The Romanian legal framework included the supervision within it's provisions in the mandatory quality standards for social services.

E.g. Life skills Educational Service

Standard 8:

Supervision

The independent life skills development service possesses an efficient system for the supervision of human resources that allows its operation at optimum efficiency.

Result: The staff are motivated and efficient, providing quality services to the clients of the independent life skills development service.

Romanian Supervision

In reality it doesn't apply so far!

Supervision is not yet regulated out of the professional branches (psychologists are supervised by psychologists and social workers by social workers).

Secondly the legislation doesn't clarify the supervision framework and nature (training, counseling, mentoring, management, etc)

Result: the public institutions cannot allow suitable and specific budget. It goes well in the private sector.

Romanian Supervision

Elements we should approach and reflect upon for the future!

a) Our professional intervention is still governed by obedience and authority supremacy.

b) Openness and transparency along with reflection and professional dialogue should get rid of the suspicion and paranoid believe that professional doubts and questioning the intervention = incompetence and major negative consequences

c) Institutional affiliation and supervision is not equivalent of "normality by proxy"

d) Knowledge goes together with emotions and feelings mainly in social care.

e) Moving from the verb "to know" to the verb "to explore and to understand". Thus, the mechanical dialectic already become old and I do not speak about the norm need, but the norm becomes the "discussion about it".

Romanian Supervision

Our believe in supervision

The metaphor of "reflective education" represent the best our outlook on supervision

"   Even if we are trainers, clinicians, psychologists, social workers, managers, each of us must follow a reflection in action process like following the educational duties. We have to look attentively and critically on our programs and interventions, to discuss everything about them and to come as close as possible by the rational responses for the questions we had before implementing, replacing or sustaining different specific feature of the programs we run" (Peterson,1995)"

Romanian Supervision

The challenge for next generation of supervisors is "to create a balance between the general and specific in practice to achieve the best possible outcome for clients"

Munson (2004:94) .

Romanian Supervision

* Supervision should be considered as a professional reflective learning process and an expressive model of mental hygiene and improvement (learning process) in a professional environment.

* It applies to any working environment and can increase performances.

* It might reduce the social regulations transgression trend, finally for the benefit of the clients.

* Finally it creates premises for the genesis of the *analysis internal model* and lead to competitive professional conduct (it is still a learning process outcome).

Romanian Supervision

What do you think, how do you feel, perceive the statues?

Romanian Supervision

"The Thinker"
&
"The Woman"

The Paleolithic culture of Hamangia, Tulcea County Romania

VI Millennium BC

The first culture on the Black Sea western coast

Romanian Supervision

6000-7000 years

Still bizarre and amazing elements to be discovered by the archeologists.

Romanian Supervision

A) The same rule of Cheops pyramid – "sacred geometry" (2560 BC). The neck allows the perfect pyramidal median line to shape a pyramid form. It provide the importance of the "balance" (Neck and hands to support the head in a perfect polyhedron shape)

Romanian Supervision

B) There are median lines scratched on the statues with dotted rules describing the sacred vital energy human meridians as in acupuncture (3000 BC).

Medical knowledge 7000 years ago.

Romanian Supervision

The statue has been selected by the International Commission as one of the 10 universal symbols, artifacts of the Earth Culture to be sent into space along with the information and representative knowledge of the Human Kind.

Romanian Supervision

Welcome and have a nice time in Romania!