

II. International Summer Course on Supervision in Hungary

Globalisation - "Glocalisation" (1) - Supervision in Change

5th - 13th August 2005

(1) It is not a grammatical mistake! Please, find its meaning in the following paragraph!

In the course of globalisation you pay attention to the whole world, however you know you may be successful only if you can adapt yourself to local conditions, local culture and mentality and to the language and the history of a given country. Therefore, in this sense "glocalisation" means the contexts of globalisation and local determination.

Organiser: Association of Hungarian Supervisors

Patron: ANSE (Association of National Organisations for Supervision in Europe)

Venue: Salgótarján and Budapest

In terms of "intercultural approach", i.e. in the spirit of "strengthening the dialogue" among diverse cultures, besides the **professional program**, the Summer Course provides opportunity for **meetings, informal talks and pastime** together, too, for supervisor experts coming from various countries. In order that these "meetings" could really, efficiently be realised, the number of participants is limited.

The Summer Course will be convenient for welcoming 80 persons.

Themes:

- New working models – Transformed structure of work and in accordance with changes new assignments, missions for supervisors
- New concepts, foreign languages and modern communication forms, changing co-operation in supervision
- Social changes and fears as supervision themes

How can fast changes become perceptible in the work of supervisors?

How can changes influence supervision work?

How do supervisors react to challenges?

How can supervisors remain flexible and open for what is new?

How can supervisors preserve their ability for encouraging their partners to change?

Program

8th August 2005	9th August 2005	10th August 2005
<p>10.00 Opening and addressing speeches Opening speech: Bernhard MÜNNING, President of ANSE Addresses: PUSZTA Béla, Mayor of Salgótarján town, Member of Parliament, CZIBERE Károly, General Director of NCSSZI</p>	<p>9.00 – 12.15 Workshops (Themes and workshop-leaders)</p>	<p>9.00 – 12.15 Workshops</p>
<p>10.30 Lecture: TÖRÖK Iván: What do they mean in Supervision: "<i>local, regional, national, European and transnational</i>"?</p>		
<p>10.50 Lecture Dr. Gerhard FATZER: Supervision, coaching and organisation development – on the way to becoming profession and science</p>	<p>10.30 Coffee-break</p>	<p>10.30 Coffee-break</p>
<p>11.20 Coffee-break</p>		
<p>11.40 Lecture POZVAI Zsolt: Coaching – in business respect Hungarian experiences of the introduction of coaching into market</p>		
<p>12.00 Lecture Prof. Dr. BAGDY Emöke: Hungarian supervision and current trends of supervision training</p>		
<p>12.20 Short introduction of workshop-leaders</p>		<p>12.30 – 13.30 Workshop - Forum Feedback on workshop activities</p>
<p>12.30 Lunch</p>	<p>12.30 Lunch</p>	<p>13.30 Lunch</p>
<p>14.00 – 17.15 Workshops (themes and workshop-</p>	<p>14.30 Departure to Ipolytarnócra</p>	<p>15.00 Departure to Fülek and</p>

leaders – see annexed)		Losonc
17.30 – 19.00 Large group Responsible leader of the large group: Edeltrud FREITAG-BECKER	19.00 <i>Dinner in Salgótarján</i>	Dinner in Losonc
From 20.00 Reception Addressing speeches: Dr. GÖNCZ Kinga , Minister - Ministry for Youth, Family Policy and Equal Chances and DEMUS Iván , Director for the Training Centre of NCSSZI Dance house	19.30 – 21.30 Large group 2 nd meeting of the ANSE Intervision groups "Idea-market" on the ANSE network, establishing of relations Leaders of the large group: Edeltrud FREITAG-BECKER, Siegfried TATSCHL	
11th August 2005	12th August 2005	13th August 2005
9.00 – 12.15 Workshops	9.00 – 12.15 Workshops	7.00 Departure to Budapest
10.30 Coffee-break	10,30 Coffee-break	9.00 <i>Sightseeing by bus with tourist guide</i>
12.30 Lunch	12.30 – 13.30 Workshop - Forum Feedback on workshop activities	12.00 <i>Closure of the program</i>
	13.30 Lunch	
14.00 Departure to Hollókő Folklore program	15.00 – 16.30 Large group of closure Responsible: Edeltrud FREITAG-BECKER	
19.00 Dinner in Salgótarján	17.00 Departure to Salgó Castle	
19.30 - 21.00 Large group Responsible leader of the large group: Edeltrud FREITAG-BECKER	from 19.00 Goulash party	

Lecturers

Dr. Gerhard FATZER, psychologist, advisor of organisation, professor at the UCLA, at Harvard Business School and at other schools, researcher and founding member of the TRIAS Network of Counselling, author of numerous specialist books and publications

POZVAI Zsolt, economist, jurist of economy, general director of the Develor Co. for Training Programs and Counselling. He obtained the title of "**Young Manager of the Year**" in 2003.

Prof.Dr. BAGDY Emőke

Psychologist, supervisor, university professor, founder of the supervision branch

In Hungary.

Head of Psychology Department at the Károli Gáspár Calvinist University, which provides place for supervision training.

Author of numerous publications

TÖRÖK Iván

Psychologist, graduated in supervision, president of the Association of Hungarian Supervisors, professional leader of supervision training at Psychology Department of the Károli Gáspár Calvinist University.

Workshop-leaders

Drs. Louis van KESSEL

Lecturer for supervision and professional coaching at VDO Institute for advanced training and consulting, department of the University for Applied Sciences Arnhem / Nijmegen (the Netherlands). Publications on supervision/coaching in 7 languages. Founding-president of ANSE.

Josefine YOUNG-BUCHNER

Graduated in social work, supervisor, president of the Committee of Europe for the Austrian Supervision Association (ÖVS).

Ueli-Bartley BRÖNNIMANN

Organisation advisor, coach, supervisor for small- and medium-sized enterprises, in social field. In 2002 as a part of the SMOS course he wrote a study on the „Effect of professional counselling“ at the University of Economy in Vienna. (Master-degree on social management)

Siegfried TATSCHI

Supervisor, trainer supervisor, psychotherapist (Child Guidance Vienna), graduated in social work. Founding member of Austrian Supervision Association and of ANSE, program co-ordinator of intervision groups for ANSE, teacher for the social workers' training of Vienna, trainer.

Edeltrud FREITAG-BECKER

Graduated in social pedagogy, supervisor, trainer supervisor for organisational development, expert for conducting of the supervision training, leader of the Quality Development Project of ANSE, educator in game and drama subjects.

Vera ALBERT

Educator, actor, supervisor, trainer supervisor, member of the steering board of the Austrian Association of Supervision, "voice- and speech" coach (Radio, TV / ORF and film, Journalism Academy of Vienna)

BÁN Zsuzsanna

Practising trainer since 1991; coach and supervisor; theme-leader of the specialisation of organisational supervision in the branch of supervision training at the Károli Gáspár Calvinist University.

WIESNER Erzsébet

Educator, graduated in supervision, professional leader of the supervisor training of the Károli Gáspár Calvinist University, trainer supervisor, founding member of the Association of Hungarian Supervisors and ANSE, member of the steering board of ANSE

N. BEJCZY Emőke

Educator, advisor of individual psychology, graduated in supervision, she works at the Training Centre of the National institute for Family and Social Policy.

Liselotte SCHOCH

She has got her own firm for advising whose main profile is coaching and supervision. She deals with counselling, team-development, coaching of leaders. Within the theme of personality development her special field is "fear-, stress- and crisis-treatment". In economic and human fields, as well as in health care she has been obtaining experiences on advising and teaching for many years. She has stayed several times abroad in personal and professional purposes in Southern and Eastern Europe and in Asia, as well. Member of the steering board of ANSE.

Bernhard MÜNNING

German, theologian, supervisor since 1983, further training on systemic family therapy and organisational development; head of the team of supervisors in the diocese Hildesheim; since 1998 member of the board of the DGSV, since 2003 president of ANSE – and always interested in all kinds of international/global and intercultural affairs.

PhDr.Ivana VELTRUBSKA

Clinical psychologist, experienced psychotherapist, teaching supervisor EAS, living in North Bohemia and supervising in the field of counselling, in social organisations and in individual, group and team case supervision

PhDr.Zuzana HAVRDOVA

CSc., clinical psychologist, engaged in social work and supervision for last 14 years, head of first masters program in supervision and management at Charles University, Prague

Tjoa TWIE GIOK

Sociologist, supervisor and guest lecturer, Pro Education/Hogeschool van Amsterdam, PAO (Post Academische Opleidingen), the Netherlands

Christine van DUIN

Social worker, supervisor and senior lecturer (Pro Education/Hogeschool van Amsterdam, PAO - Post Academische Opleidingen - the Netherlands).

SZENTPÁLY JUHÁSZ Imre

Pastor, mental hygiene specialist, psychodrama team-leader, interpreter, supervisor. His main field of interest on supervision consists in exploration of significant contexts.

KOVÁTS Eszter

Educator, psychologist, graduated in supervision, teacher of the supervision training for the International Business College. She works as supervisor in the field of direction and team development of enterprises, social and health care institutions.

VIZSOLYI Ákos

Theologian, mental hygienist, graduated in supervision, teacher of the supervision training for the National Business College, as well as he works as supervisor in the field of direction and team development of enterprises, social and health care institutions.

Gerhilt HAAK

Freelance supervisor, coach, advisor and trainer. Her main fields: Gender and Diversity, helping for helpers, elaboration of traumas mainly in zones of war and crisis.

Susanne EHMER

Graduated in supervision, co-ordinator and teacher of supervision training at the University of Kassel, trainer supervisor.

Dieter GOESCHEL

Graduated in social work, psychodrama leader, teacher of supervision training at the University of Kassel, trainer supervisor

Paul MASOTTA

Psychologist, psychoanalyst, training teacher at the College of Educational and Social Work in Strasbourg

Workshops

28-29-30 June 2005 - 3 x 3 hours	31 July, 1 August 2005 - 2 x 3 hours
<p>Code: A 1</p> <p style="text-align: center;">Drs. Louis van KESSEL (the Netherlands)</p> <p style="text-align: center;">(G)local practice inspired by globalisation of concepts?</p> <p>This workshop stimulates between the participants a comparative investigation of their own (g)local practising of supervision/coaching. Are their any global and unifying concepts underlying? What can we learn from each other practices and the concepts behind? Language: English / German / Dutch.</p>	<p>Code: B 1</p> <p style="text-align: center;">Zuzana HAVDROVA, Ivana VELTRUBSKA (Czechoslovakia)</p> <p style="text-align: center;">“Sculpting in supervision”</p> <p>Despite the changing world, we believe there are some universal patterns in human experience and relationships, which can be shared and understood in intercultural supervision and discovered through non-verbal means. One of them is "sculpting", a method introduced specifically to family therapy by Virginia Satir. In the workshop we shall use this method enabling interested participants to discover the eventual parallel process and map the system from which their supervised case arises.</p>
<p>Code: A 2</p> <p style="text-align: center;">BÁN Zsuzsanna (Hungary)</p> <p style="text-align: center;">Coaching – in Hungarian view</p> <p>The last few years have brought a lot of changes, innovations, transformations into the world of the Hungarian organisations. This workshop will look for the answer to the following questions: What do renewing requirements demand from the employee and the most important point: how do these requirements take effects on coaches' activities? What makes more easy and what renders more difficult the creation of the feeling of security, which is indispensable for coaches' work.</p>	<p>Code: B 2</p> <p style="text-align: center;">Gerhilt HAAK – SZENTPÁLY-JUHÁSZ Imre (Germany - Hungary)</p> <p style="text-align: center;">East-west images, possibilities, co-operation</p> <p>Gerhilt and Imre live and work in two diverse poles of Europe, however they are members of the same intervision group. We would like to share our experiences, to tell how we see each other – What are our individual and / or collective experiences like about each other? In what and how can we trust in each other and in what and how can't? “Eastern” and “western” supervisors are welcome to collective gaining, gathering of experiences! Gerhilt&Imre</p>

<p>Code: A 3</p> <p>Siegfried TATSCHL, Josefine YOUNG-BUCHNER (Austria) The moment Microanalysis of encounters</p> <p>During these three days we will examine the following basic elements of the encounter: Look – Threshold - Space Working method: theoretical input – and afterwards: supervision representation of situations drawn from our own practice</p>	<p>Code: B 3</p> <p>Paul MASOTTA, N. BEJCZY Emőke (France - Hungary) Supervision in the mirror of globalisation en France – connection points</p> <p>On the basis of the experiences of these two days we can make comparisons on the following questions: What challenges should supervisors respond en France and in what respect is it different from practices of other European countries? Are there linking points among them? Can we come closer to each other?</p>
<p>Code: A 4</p> <p>Edeltrud FREITAG-BECKER Vera ALBERT (Germany - Austria)</p> <p>Multicolourality of the language – forms, bounds and chances of language</p> <p>Intercultural understanding – verbal and non-verbal</p>	<p>Code: B 4</p> <p>Tjoa TWIE GIOK, Christine van DUIN (the Netherlands) Kaleidoscopy Playful approach to diversity</p> <p>The idea is based on the diversity expressed in the dynamics that, being a member of different groups, a person simultaneously assumes different positions (of power) in each group. This could be compared to looking through a kaleidoscope- each movement evokes a new image or perspective. Diversity results from a continuing interplay between differences and similarities. Purpose of the Kaleidoscopy game - Acknowledging diversity on a shared level - While playing, learning to deal with diversity in all its dimensions - Clarifying to each other the individual meaning/significance of the dimensions</p>
<p>Code: A 5</p> <p>TÖRÖK Iván – WIESNER Erzsébet (Hungary) What makes you join and what makes you separate</p> <p>With reference to current cases we highlight the following question: how can the unity and the diversity be grasped in supervision relation? What is that common point by which we have the feeling that we understand the other? How do we treat the alienation in supervision relation?</p>	<p>Code: B 5</p> <p>KOVÁTS Eszter and VIZSOLYI Ákos (Hungary) Ethic and aesthetic treasures of supervision</p> <p>Leaders of the workshop invite the participants of this program to discover universal and culture-specific, ethic and aesthetic elements in supervisors' activities and in the process of supervision.</p>
<p>Code: A 6</p> <p>Ueli-Bartley BRÖNIMANN (Switzerland) Stamp as a client – dilemmas</p> <p>A national symbol – the stamp in danger. Stamp in decreasing demand – global phenomena with local consequences. It concerns every participant of the production chain (graphics – design – printing – logistics – sale) We work out the theme of potential effects of supervision in the framework of the process of change and we draw a distinction between problems and dilemmas.</p>	<p>Code: B 6</p> <p>Liselotte SCHOCH (Switzerland) Glocalisation in supervision and in coaching</p> <p>How can we work in supervision and coaching while having the tension of local determination? The workshop explores possibilities and limits of our work and potential space of our activities in connection with current examples (commissions from abroad). Mutual learning from each other helps to make our work more efficient.</p>

<p>Code: A 7</p> <p>Susanne EHMER, Dieter GÖSCHEL (Germany)</p> <p>For what does culture serve? Think global – act local – learn intercultural</p> <p>In reality the “intercultural” does not exist – “the culture” may mean moving among different cultures and being able to get on with our own culture and with foreign culture. So as to learn: you should forget and also, you should understand essential mental models. We would like to work with psychodrama elements and dialogues.</p>	<p>Code: B 7</p> <p>Bernhard MÜNNING (Germany)</p> <p>The piece of shrapnel in my father’s arm ...</p> <p>...and other transnational experiences in my life and in the history of my clan are influencing the image I have of my self and the people of other nations I work with, the way working as supervisor and the values leading my intercultural involvement. The workshop invites to tell each other about experiences that brought you and/or members of your family into contact with people of other nations and to allow the colleagues to question about. By the narrative way we shall get on well, discover the mentioned images and values and broaden our intercultural/global competence. It would be great if the participants could take something along for the workshop connected with such experiences or the family history (photos, objects, ... - if available).</p>
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Every workshop focuses on the following question:

How do we work in intercultural manner and what conditions do we have to create so as to be effective in the elaboration of the themes?

After the 3rd day it will be possible to change workshop, therefore you can participate in the activities of two workshops.

Cultural program of the summer course:

Monday 8th August 2005:

Opening of the exhibition of CENE GÁL István’s paintings

The young talented painter, graduated in social work, has a full-time job at our institute, at the Training Centre for the National Institute for Family and Social Policy, at the Department of Further Training Programs and Special Examinations.

He has had expositions regularly abroad and throughout the country since 1993.

He is befriended by the famous Hungarian painter, István Sándorfy. He often stays in the French capital, last autumn he has been invited to expose his paintings in the famous "Défense Quarter".

Tuesday 9th August 2005: Ipolytarnóc, excursion

This village, which is situated at about a 20-km distance from Salgótarján, is known for a world-famous fossil excavated in its vicinity. The nicer prehistoric finds were created by a volcanic eruption about 19 million years ago: the fine-grained volcanic ash buried under itself footprints of animals, certain plant-remains, shark-teeth... Maybe the most renowned find is a giant fossilised pine-tree, which might have been approximately 100 m high.

Wednesday 10th August 2005: Castle of Fülek, Losonc - excursion

Fülekk Castle: At 10 km from the Hungarian-Slovakian border you can visit Filakovo (Fülekk) in Slovakia. This is a small town of 7000 inhabitants with significant history and industry. The Avars and also their forefathers have lived in this lowland, which is surrounded by mountains and rich in Vichy water. Fülekk has entered the history by its castle. The first time it was mentioned in 1246, a lot of famous historic personalities lived here, the town was in its golden age in the 17th century.

Valuable museum of local history has been placed in a Franciscan monastery.

Lucenec (Losonc) – In economic, cultural and social respect it is one of the most significant towns of Southern Slovakia, with 30.000 inhabitants.

The history of the town was very turbulent. From time to time it has been destroyed almost completely. Nearly all the written and built relics of its 700-year history have been perished. Only a part of a catholic church of gothic origin has survived in Losonc. Therefore the town has had to be rebuilt. Since 1870, year of the construction of railways, it has been developing into a significant industrial town. The *Vigado* of neo-romantic style and a synagogue of secessionist style are its famous buildings.

11th August 2005 – Thursday: Folklore program in Hollókő

This monument village can be found at about a 50-km distance from Salgótarján. The community, - together with its fortress built in the 13th century -, possesses the title of World Heritage awarded by UNESCO. The ensemble of the centuries-old peasant houses provides an integrated view in the old village part, which has a nice aspect. In Hollókő there are 54 protected buildings altogether. The inhabitants of the village, who are called "Palócs", preserve their traditions and traditional costumes. The ruins of the Hollókő fortress, which is the fortress remained in the better state in Nógrád County, can be visited near the village on a hill.

Friday 12th August 2005: Salgó and Somoskő Castles – excursion

Salgó Castle: The castle, which was built in the 13th century, stands on the top of a 626 m high basalt cone. It consists of an outer and an inner castle. At its eastern and western ends there are towers walling in a rocky yard. Among its owner there were a lot of high-ranking nobles and a king, as well. The castle has had a significant role in the protection of the country against the Turks. On the foot of the castle, on the basalt rock you can see a marble plaque reminding you of the visit of Petőfi Sándor, who was a famous poet of the country and wrote about the castle in his poem entitled "Salgó". Around the castle you can take a walk in the nature reserve of beaches, pinewood and oak forest.

Somoskő Castle: The castle, which was built in the 13th century, stands on the hill of the Slovakian-Hungarian frontier. The castle hill is cut into two by the border.

The more interesting half part of the castle hill can be seen only from the north-eastern Slovakian part with its solidified lava and high pentagonal, hexagonal and heptagonal basalt columns. On the Hungarian part you can go on excursions to Eresztvény and Salgó Castle, which are at about 2 km from the castle.

Conference languages: English, German, Hungarian (Workshop conversations will be translated.)

Every participant will receive an ANSE Certificate.

The participation fee includes all the costs, so the costs of cultural programmes, too.

Costs:

Total participation fee: **EURO 600 (+bank transfer fee** – however, registration fee is included in this sum of 600 Euro).

Registration fee: **EURO 100** - to be paid on application.

Deadline of application: **20th May 2005**

The deadline is the same for paying the registration fee of EURO 100 (20th May 2005).
Deadline for paying the total participation fee: **20th June 2005**.

We regret to inform you that on the spot we cannot accept the participation payment for the program.

**Bank account number:
11600006 - 00000000 – 03923216 (Erste Bank Hungary Rt.)**

Please, write in the announcement column: **SWIFT GIBAHUHB**
Address: Magyar Szupervizorok Társasága
H – 3100. Salgótarján, Kossuth u. 8.

Information:
Erzsébet WIESNER
e-mail: szupervizio@vnet.hu

***Applying for participation can be done by using the attached application form
to be sent to the following address:***

E-mail: jozsef.agocs@ncsszi.hu Fax: +36 32 317 420

Because of the limited number of participants we can accept the applications in the order of their arrival. After receiving your application, we will acknowledge it in writing.