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# ASCCANZ

## E - News Vol.14 - August 2006

### Editorial

E-News Vol. 14 is here.

Another Forum meeting was held in Sydney with the topic of Multicultural Issues in Coaching and Supervision. Multiculturalism may be dead for some populist politicians and talk back radio programs, in everyday life for coaches and supervisors it is very much alive. **Alex Fok** reports about an inspiring evening.

**Alex Nelson** reviews "On being a Supervisee", an inspiring new book, "a means to energise the relationship with supervisees".

**Susi Woolf** reports on the Master Class in Sydney by Rollo Browne about psychodrama techniques. She writes: "In psychodrama, people are invited to move into a surplus reality when they can experience themselves in different roles. The core of the method involves bringing the coachee's inner world out".

A list of new members is added. Literature, connections and conferences fill the last pages. Be aware of 3 November: ASCCANZ Conference Day!

## Multicultural Issues in Coaching and Supervision

- report on Sydney Forum Meeting July 2006 -

by Alex Fok, Paddington NSW

Susi Woolf addressed this topic with the confidence flair and presentation skills that made the presentation for me a very interactive learning experience. After covering this very important and broad subject in some depth, quoting some highly qualified experts in the field such as Gert Hofstede and Milton Bennett ending with a quote from Elvis Presley (yes, I did say this was a broad topic) Susi opened the floor for discussion.

The presentation focused on "leveraging differences" and early in the piece I was very attracted by her words "we take for granted that if we speak the same language we understand each other".

Both the communication and intercultural communication models were discussed, followed by a discussion about the definition of "culture" in this context. What culture brings to the table and how our culture is our reality. That we filter information we receive and communicate through physical gestures, positioning and/or language, through our own cultural beliefs and background. Susi

(to be continued on p.2)

used the terms cultural assumptions, values, expectations, beliefs and filters. A quick dig into my own cultural background while Susi used those words made it very clear to me that I too carry this burden of communicating through a filter, at times by default. Just in time I must say as Susi addressed the issue of "Who are you?" and the importance of having the cultural awareness of self and coachee.

We further elaborated on the Ethnocentric and Ethno relative pitfalls, differences and approaches, as well as on some strategies of how to approach some of these challenges.

### Discussions

When the floor opened for discussion, the discussion was of a very broad nature reflecting the broad background of participants and how the various participants in this workshop dealt with and received Susi's material.

Participants in the workshop were from various backgrounds in coaching, supervision, training and counselling. Participants also covered a broad range of industry sectors from not for profit to government and commercial sectors.

Discussions ranged from how on reflection individuals personally felt they worked with these issues to how some of us (me included) worked with this issue inside organisations, trying to define the culture of the organisation and the leaders within it.

Gert Hofstede on cultural uncertainty and Milton Bennett "interculturalist" on the seven stages of progressive development provided us with individual challenges throughout the presentation. We were challenged all the way by trying to identify where we were as individuals and how we fitted within the seven stages of this cycle.

Thank you Susi for a wonderfully prepared and excellently executed workshop. Susi can be reached on [www.coach2lead.com.au](http://www.coach2lead.com.au)

For the next ASCCANZ Forum evening please see our website [www.asccanz.org](http://www.asccanz.org) or contact any of the board members through the website emails.

\* Alex Fok is an executive coach (ASCCANZ reg.), based in Paddington/Sydney. [Hecanbereachedat: <alex@ascenture.com.au>](mailto:alex@ascenture.com.au)

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## Supervision in a looking glass

Michael Carroll and Maria Gilbert (2006), *On Being a Supervisee: Creating Learning Partnerships*, Psychoz Publications, Melbourne

reviewed by Alex Nelson, Waterloo NSW\*

In 2005, at the Conference on Supervision held in Auckland, I heard a number of supervisors, from a variety of helping disciplines, say with regret that one of their difficulties in offering satisfying and satisfactory professional supervision was that those they supervised had received little or no training to be a supervisee. I came away wondering what would prepare those practitioners to gain optimum learning and benefit from professional supervision. What would enable supervisors to induct newcomers to supervision and establish a learning partnership that holds satisfaction for both?

Similar questions must have also surfaced about this time for well-known psychologists Michael Carroll and Maria Gilbert, whose book *On Being A Supervisee: Creating Learning Partnerships* came to my notice recently. My first questions on picking up this book were about how useful it might be for practitioners venturing for the first time into supervision with me. A glance at the Contents confirmed my hope that this text would provide for both beginning and continuing supervisees a good look at how supervision works. As I read the chapters I realised that the book was also providing me with a looking glass to inspect closely my own supervisory practice.

### Setting the partnership

In the beginning chapters, the authors deal with several steps in setting up a partnership in supervision from the perspective of supervisees- prompting them to recognise their assumptions and expectations, and to establish a clear agreement with their supervisor. Carroll and Gilbert know that a practitioner / supervisee may need to learn skills to participate fruitfully within a supervisory partnership.

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(continued from p.2: Review: On being a supervisee)

3As supervisees actively engage in supervision through personal preparation and review, and find effective ways to present their issues in sessions, their autonomy and quality of practice can be expected to develop. The middle chapters of the book encourage readers to recognise their preferred styles of learning, and to realise that they may pass through some developmental stages on their way to autonomy in the learning relationship.

Chapters on giving / receiving feedback in supervision, on skills for reflection, developing emotional awareness, and realistic self-evaluation contribute to the reader's preparation for and ongoing engagement in learning with the supervisor.

Carroll and Gilbert have included Declarations of Rights and Responsibilities for Supervisees, and provided thirty pages of useful Appendices. Among the Appendices are examples of a two-way contract with supervisors, a one-page evaluation form for the process of supervision sessions, and a form to provide feedback to the supervisor.

### Supervision for learning

I particularly liked the unequivocal emphasis that supervision is for learning that will generate confidence and autonomy in the supervised practitioner. The author treats the supervisee respectfully as someone capable of taking responsibility for learning in partnership with their supervisor.

The book delivers its wisdom in short chapters, raising questions that quickly get to the point and usually presenting case examples to provoke thoughtful consideration.

The book's modest size (157 pages) means that its treatment of each area is brief, but it is not superficial.

I'm sure that the supervisors in Aotearoa will welcome this book as I do. Feedback from supervisees at Mercy Foundation indicates their appreciation for this book, and colleagues have seen it as a means to energise the relationship with supervisees. Congratulations to Psychoz Publications for publishing this text in Australia.

• **Alex Nelson** is trainer supervisor (ASCCANZ reg.) and education coordinator at the Mercy Foundation Educational Institute. He can be reached at [educate@mercyfoundation.com.au](mailto:educate@mercyfoundation.com.au)

## Philosophical Coaching

In the magazine of the BSO (The Professional Association for Coaching Supervision and Organisational Consulting in Switzerland) **Martina Bernasconi** writes about Individual Coaching, the Philosophical Way (Philosophische Einzelberatung). (BSO JOURNAL 2/2006)

Consultants and coaches are the "prompters of the helpless society". Bernasconi refers to Emanuel Kant who (250 years ago) had another take on this. Kant saw human laziness and cowardness as the main reasons for the helpless society, which translates into dependency. "Sapere aude - think for yourself" was Kant's adagium. This is where, following Bernasconi, philosophical coaching starts. Clients come from an internal need and wish to think about themselves and to think for themselves, so that they become able to change their lives.

To philosophize is active training of oneself and one's selfimage. It also strengthens the self and creates a preventive effect against depression, feeling helpless and burnout. Coaching from a philosophical perspective is about questioning and re-questioning the meaning of life and of being and dying. 250 years after Kant, this is a way of learning still demanding courage and energy. For more, contact: [mbernasconi@denkpraxis.ch](mailto:mbernasconi@denkpraxis.ch)

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## ASCCANZ Annual Conference

Fr. 3 November 2006  
Waverley - Sydney

"Organizational Integrity and  
Ethical Consulting"

apply at [info@asccanz.org](mailto:info@asccanz.org)

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# 4 Psychodrama Techniques in Coaching and Supervision

- Master Class Rollo Browne in Sydney -

by Susi Woolf, Waverley NSW

Rollo Browne whose work spans leadership, organisational development and education in schools, he is a trainer at Psychodrama NSW and has applied Morenian methods in his consulting and facilitation work for the past 15 years.

At the ASCCANZ Master Class, Psychodrama Techniques in Supervision and Coaching, Rollo presented an enlightening overview of psychodrama and an introduction to how action methods can be used in individual coaching and supervision. Rollo gave us a brief theoretical overview followed by an in-depth demonstration of psychodrama techniques that can be used both for groups and in one-to-one sessions.

## What is Psychodrama?

Psychodrama is a holistic method that involves using action methods to explore a person's public and private worlds in a multi-dimensional way. It is a safe environment for people to explore issues and concerns in a non-confrontational way by enacting relevant events rather than just talking about them. They can view their conflicts experientially from a different perspective and thus resolution can be faster and long lasting.

Using the principles of psychodrama, sociodrama, sociometry and group psychotherapy, as developed by Dr. J.L. Moreno, we can promote group cohesion, mutual support and multi-modal learning. Action methods allow for the realization and expression of strong feelings, a wider perspective on individual and work related problems and an opportunity to rehearse new behaviours. With an emphasis on sociometry and sociometric choice, in psychodrama, use is made of techniques including the warm up, role-play, doubling, role reversal and mirroring as well as working with auxiliaries and empty chair work.

## Psychodrama in coaching and supervision

Moving from psychodrama for groups, Rollo outlined and demonstrated

ways we can use psychodrama in individual sessions.

In the corporate world many people are propelled along by pressures to produce results. Although they spend a lot of time thinking about ways of problem solving, they often don't function well on a feeling level. The result is decreased spontaneity, an essential tool for creatively resolving issues.

Our aim as coaches and supervisors is to help our coachees develop fresh responses to situations; a new response to an old situation or an adequate response to a new situation. In psychodrama, people are invited to move into a surplus reality when they can experience themselves in different roles. The core of the method involves bringing the coachee's inner world out.

As coaches and supervisors we can use sociometry, a measurement of social networks, to represent the organisational systems our clients work in and the dynamics of these systems and the relationships within them. As well we clients rate these relationships using sociometric representation.

Often the coachee's internal dialogue prevents him/her from doing a lot of the things he/she wants to do. For example, the coachee might identify procrastination as a core issue when, in fact, the core issue revealed using action methods is fear of failure, which results in procrastination.

We want to encourage the client to find the resources to deal with issues. Without spontaneity it is difficult for the client to progress to an individuated, progressive role where he/she functions as a feeling playful inquirer and explorer.

We can use the same tools we would use in group psychodrama to increase the coachee's spontaneity to think, feel and act and thus increase his/her opportunities of dealing with situations and feelings in new ways

In group work, other people are utilised to represent different elements in the client's psychodrama. In individual psychodrama available objects commonly found in the office can be used for the same purpose.

Action methods can add new dimensions to the individual session, increasing depth, richness and understanding to the coachee. The

(to be continued on p.5)

## Conferences for Coaches, Supervisors & Consultants

2-5 November 2006

Belgirate, Lago Maggiore (Italy)

A.K. Rice institute, OFEK, Tavistock institute:

Theory, Design and Role-Taking in Group Relations Conferences and  
their Applications

[www.akriceinstitute.org](http://www.akriceinstitute.org)

17-18 November 2006

London (UK)

OPUS annual conference

Organizational and Social Dynamics

[sthompson@stocksigns.co.uk](mailto:sthompson@stocksigns.co.uk)

Group Relations Australia is planning a working conference for 2007.

Ask for updates : [secretary@grouprelations.org.au](mailto:secretary@grouprelations.org.au)

19 Sept. - 18 November 2006

Cyberspace (-)

First group relations conference in cyberspace. An 'online'  
conference in Tavistock tradition. Offered by ORGDYNE Training and  
Consulting based in Philadelphia (US)

[www.orgdyne.com](http://www.orgdyne.com)

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(continued from p.4: Psychodrama Techniwues)

supervisor or coach who incorporates the use of action methods can  
maximise the possibilities of working more creatively and bringing  
new energy to supervision and coaching sessions.

For more information about psychodrama you can consult these  
websites:

[www.anzpa.org](http://www.anzpa.org)

[www.anzpasydney.org](http://www.anzpasydney.org)

*\*Susi Woolf is a coach (ASCCANZ reg.)and trainer in  
private practice Waverley, NSW. She can be reached at  
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## New Members

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Sage Publications offers a free trial allowing access to all their  
journals till 31 August. Hurry. You can access editions of Human  
Relations dating back to 1947.

<http://online.sagepub.com/>

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[www.asccanz.org](http://www.asccanz.org)

ASCCANZ **web-member-search** is  
a service for both clients  
and members.

**For clients** it is an easy  
access to find an ASCCANZ  
accredited coach, supervisor  
or consultant. Example: Look  
for a coach in NSW and all  
accredited coaches in NSW  
will be listed with their  
name, suburb, email and  
phone. You can then contact  
them directly.

**For members** it is a marketing  
opportunity: once listed,  
max. 40 words about oneself  
can be added. This is part of  
the membership fee. Further  
information or a picture  
attached, will be an extra  
charge of \$33,- (incl. GST)  
per annum.

## Training news

Consulting Supervision  
Training

Dates: 2006  
Mercy Foundation  
Waterloo NSW  
Contact  
**Dr. Alex Nelson**  
[educate@mercyfoundation.com.au](mailto:educate@mercyfoundation.com.au)

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## Coaching/ Supervision III "Role Analysis Approach"

15-16 September  
Waverley NSW  
Contact:  
**drs. Servaas van Beekum**  
[servaasvanbeekum@bigpond.com](mailto:servaasvanbeekum@bigpond.com)

and on

27-28 October Wellington  
New Zealand  
Contact:  
**drs. Janneke Geurts**  
[janneke@offtheplanet.co.nz](mailto:janneke@offtheplanet.co.nz)

## Training news

Solution Focused  
Coaching Training  
21 days / 1 year

Dates: start February '07  
Ask for brochure:  
**drs. Servaas van Beekum**  
[servaasvanbeekum@bigpond.com](mailto:servaasvanbeekum@bigpond.com)

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## Conference EAS

Supervision & Coaching in Europe

"The Meaning of Super-  
vision in a Changing  
Europe"

Barcelona (Spain):  
21-22 Sept. '06  
[info@supervision-eas.org](mailto:info@supervision-eas.org)

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## ASCCANZ Annual Conference

Waverley NSW Australia  
Friday 3 November 2006  
"Organizational Integrity  
and Ethical Consulting"

apply: [info@asccanz.org](mailto:info@asccanz.org)

## ASCCANZ

### Board meetings 06

11 September Roseville NSW  
27 November Newport NSW  
(18.00-20.00 hrs)

**Observers welcome**  
Contact **+612/93861488**



Colofon  
E - News  
Vol.14 - August  
2006

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Deadline next Vol.15  
31 October 2006

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