

1 [Content Vol.15 November 2006](#)

Editorial		p.1
Alex Fok	ASCCANZ Strategy update	p.1
Maxine Rosenfield	Report 4th ASCCANZ Conference	p.3
Alex Nelson	Lahad Mooli: Creative Supervision - book review -	p.3
Alex Nelson	The use of creative Arts in Supervision (an interview with Eveline Crotty)	p.4
New Members / New Board		p.5
Miscellaneous		p.6

# ASCCANZ

## E - News

Vol.15 - November  
2006

### Editorial

E-News Vol. 15 is here.

We have an interesting mix of information for you. The opening article is about the strategy for ASCCANZ future, on which the executive is working. **Alex Fok** reports, you are invited! Followed by a report from **Maxine Rosenfield** about the last ASCCANZ Conference

**Alex Nelson** has made a creative journey for this issue of E-News. He reviewed a book by *Lahad Mooli* on Creative Supervision and en passant he interviewed *Eveline Crotty* in the use of creative arts in supervision. Eveline offered some pictures to publish with the article but for some sort of reason our computer does not want to insert them. Probably the editors need some technical coaching around this problem.

At the last AGM appreciation was expressed by the members about ASCCANZ E-News. The editorial board thanks you all and is always available for feedback to improve this product.

## ASCCANZ strategy update

by Alex Fok, Sydney \*

Ever since its inception in 2002, the Board of ASCCANZ has taken a progressive stand on maintaining relevance in the market place.

Since May 2006 the ASCCANZ Board has been actively working on redefining the position of ASCCANZ in the Australian and New Zealand market place.

You might recall the outcomes of the Strategy Meeting held 8 May 2006 at Waverley in Sydney.

Peter Freese, together with Board members, developed a visual concept of the position ASCCANZ has between its clients and practitioners. This position is one where ASCCANZ fills the space between practising supervisors, coaches and consultants and their clients.

The Board also agreed that ASCCANZ cover standards of practice, different modalities and approaches, ethics, professional guidelines and international connections. In addition, ASCCANZ provides members with access to professional networks and the opportunity to cross-fertilise with other professions in related fields.

During the second half of 2006 the Board recommenced work on further developing the Strategy Meeting outcomes.

(to be continued on p.2)

of staff who were not able to give the "right" answers to informal As a Board we were looking for clarity of purpose, maintaining a relevant position in the market place and the need (or not) to grow as an organisation.

This line of thinking required the Board to redefine its strategy. This was further developed at the 4th ASCCANZ Annual Conference held on 3 November 2006.

During the conference the members present made it clear to the ASCCANZ Board that they wanted to see the ASCCANZ story line clarified. The Board accepted this request and took immediate action.

At times objectivity is lost when one sits too long in the same environment and tries to find a different outcome while mulling over the same question.

For that reason the Board decided to engage an external party who specialises in creative thinking using various forms of market research and a good dose of commercial experience.

Bruce Haddon from Haddon Perceptions ([www.haddonperceptions.com](http://www.haddonperceptions.com)) was engaged and provided with a brief to take an objective look at ASCCANZ.

Specifically, Bruce was briefed to find out where ASCCANZ should position itself in the market place and what role (if any) it should play. In particular we asked Bruce to research and identify what the ASCCANZ target market should look like.

Taking into consideration that a number of other Associations around Australia are running a high profile in the same market space that ASCCANZ attracts its members from, it is critical for us to understand how we need to differentiate ourselves from our peers.

At our last Board meeting held on 27 November 2006, Bruce reported back to the Board with his recommendations. These recommendations are currently under consideration. Interested parties may obtain a full transcript of Bruce Haddon's report upon request.

The Board has decided to convene a standing committee to further work on developing the new strategic direction. This committee will meet on 22 January 2007.

As always, the Board welcomes feedback and input from its membership.

Furthermore, the Board is throwing open the opportunity for members to participate in the process of developing the new strategic direction and invites interested members to join us on 22 January 2007.

for and on behalf of the ASCCANZ Board.

*Alex Fok, business coach (ASCCANZ reg) in Sydney*

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## ASCCANZ Sydney Activities 2007

Forum meetings Mon. 23 April and Mon. 2 July  
Evening-discussions with peers

Prof. Development day Fr. 1 June:  
Jutka Freimann about The use of Enneagram in  
Coaching and Supervision

AGM and Annual Conference on Fr. 26 October

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## 3 4th ASCCANZ Conference

by Maxine Rosenfield, Newport

The 4th ASCCANZ AGM and conference 'Organisational Integrity and our Ethical Performance' was held in Waverley, NSW on 3 November. For the first time we had the AGM and conference together on the same day. Our keynote speaker, *Barbara Jones* from Right Management Consultants.

Barbara works in the corporate arena as a leadership coach and has a background as a psychotherapist so was able to relate to all of our professions. Her presentation 'Leaders in the Millenium corporation - collaborating at the Spiritual level?' presented a number of questions relating to mid-life managers in the global workplace, their different coping mechanisms for managing their working lives and the balance between work pressures and de-stressing to maintain life balance. Barbara talked of spiritual intelligence (SQ). High SQ requires leaders (and ourselves) to be deeply honest with themselves, deeply self aware. It requires them to face choices and to realise that sometimes the right choices are very difficult ones. She suggested that our task may be to work with our clients helping them to reach these levels of authenticity - getting them to move from instinctive behaviours to high levels of consciousness - where they will experience a new richness of awareness, and a willingness and preparedness to step sometimes into the space of nothingness, and feel OK being there.

Barbara stayed with us to facilitate a discussion group after coffee relating to her presentation. At the same time a second parallel session was facilitated by *Elizabeth Riley* of PeopleSmart. She considered ethical dilemmas facing supervisors in a group discussion using examples brought by the group.

After lunch there was discussion about the morning and we then moved on to consider the question of the future development of ASCCANZ. We presented a model to illustrate some of the questions with which the Executive have been grappling regarding our focus. As you see in the strategy report, the executive is working on it. A full day and one that provided much food for thought!

*Maxine Rosenfield, consultant (ASCCANZ reg) Newport NSW*

## Expressive Arts in Supervision and Coaching

Lahad, M. (2000) Creative Supervision: The Use of Expressive Arts Methods in Supervision and Self-Supervision. London: Jessica Kingsley Publishers

From the text and illustrations in this book, one can see that *Mooli Lahad* is an energetic practitioner. His primary premise is that people have ways of being in the world that enable them to live habitually, as well as meet changing circumstances and crises in their life. He calls his model Basic Ph to indicate that belief, affect, social connections, imagination, cognition and physiological processes combine to influence how people learn, interact and deal with challenges. He applies this framework to his supervisory practice which includes work with counsellors and teams of carers for people who have experienced risk and extremes of violence in war.

Mooli illustrates, from his practice of individual and group supervision, his use of line and colour, guided imagery, writing activities, stories and films, and movement. He recommends that supervisors try out these practices in self-supervision, to overcome boredom in the supervisory session, meet resistance, gather depleted energies and release a client's creative responses to situational challenges. Mooli has developed a box of tricks such as a collection of cards and other bric-a-brac that he draws upon to engage his clients in their learning.

These creative processes are obviously ones that work for him. They appear to be congruent with his personal style and experience. His intention in using expressive art methods appears to be to put processes of transformative learning in the hands of his clients. Obviously, only some of his methods will appeal to other practitioners. So, the book leaves me with questions about how I use or might use creative approaches in supervision, coaching and consulting. With which processes do I feel competent? Is expressive art a learning edge in my practice? Which elements of cultural diversity in myself and in participants do I need to attend to in choosing an artistic activity? I enjoyed reading and smiling to myself about the games that supervisors and supervisees play.

*Dr. Alex Nelson, supervisor (ASCCANZ reg) Waterloo NSW*

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# 4 The Use Of Expressive Arts In Supervision:

- a conversation with Eveline Crotty

Interview by Alex Nelson for ASCCANZ

*ASCCANZ: Eveline, for some time I've been aware of your creative use of artistic methods in your individual and group supervision. How did you first become interested in using artistic ways in supervision?*

Eveline: A long time back when I was a teacher of 5-7 yr old children I became very aware of the differing learning styles of children. Some children were very visual in their learning. Others more auditory, some needed movement, others were the pure analytical thinkers even at that young age. I began to see that, by varying my teaching style to incorporate the learning styles of the children, all the children benefited. It expanded their learning and understanding and gave them a more balanced view of life.

When I moved into transformative adult learning, and supervision in particular, I continued using expressive methods when applicable, and could see how these techniques assisted people to expand their understanding of a situation that they were bringing to supervision.

*ASCCANZ: Can you give some general examples of how you use expressive methods in supervision?*

Eveline: Expressive techniques are not used on every occasion, but rather when a client is willing to take my invitation to explore the situation in this way.

Examples, and these are just a few:

1. A person may want to explore the group dynamics of a situation. Sometimes I may use stones or matchsticks, anything that is handy, and we will map out the situation exploring the dynamics, alliances, triangles etc etc.

2 One particular example: A woman would come to supervision with an issue to be explored and would bring along a painting she had created in her reflection on the issue. The painting was usually colours,

shapes etc. The woman would talk through the painting, exploring her feelings that arose about the situation and how she could work with these feelings. By the end of the session she would have found a way through the issue and often remarked that she was going away feeling strengthened and clearer in her thinking as to how to engage with the issue.

3. Another method is the use of symbols and a sandtray. One woman recently had worked previously with sand play in therapy and wanted to explore a supervisory issue using the same medium. Her learning was very powerful. As she worked with the sand and then the symbols she gradually came to a new place in her understanding of the situation.

4. In group supervision, sometimes it helps the participants to work through an issue by inviting them to set out the situation visually, and map events and interactions. On these occasions, furniture that is available and the people in group can also be used as the medium in the scenario.

*ASCCANZ: How have you prepared yourself and engaged in professional development to use these artistic methods?*

Eveline: Over the years I have attended workshops, conferences, courses in art therapy and socio-drama. More recently, I took up a year long course in Expressive Therapies and at present I am involved in a Certificate course in Sand Play. Also, I have continued my reading about the use of these expressive mediums.

When I know that a person will be using a particular medium in the supervisory session, I will prepare myself before a session by taking a few minutes to centre myself so that I can sit and observe and gently work with the supervisee as they work with their issue.

*ASCCANZ : Do you keep a toolkit of expressive arts methods on hand?*

Eveline: Yes, I do keep a variety of mediums available as I never know when something might be useful. Before initiating any expressive activity, I always ask the supervisee if they would like to explore the issue this way.

Also, I am very aware that for some people using these methods is not helpful to them. Their present learning style achieves the results they want and I do want to be respectful of the supervisee and what will be most helpful to them. (to be continued on p.5)

(continued from p.4: The use of expressive arts in supervision)

**ASCCANZ : What have you learned from your use of expressive arts methods in supervision?**

Eveline: I have learned that the use of these mediums on occasions is very useful for ongoing learning of the supervisees. In their mind's eye, they take away with them images or symbols with which they can continue to work.

I am mindful of the power of these mediums in terms of what they can open up in the people I am supervising. I am also very mindful that I am using these methods to assist people to explore issues in themselves in relation to their working styles and their work situations. I am not using these mediums for therapy or counselling. If deeper therapeutic issues are opened, my advice is that the person meet with a therapist to explore the issues further. I am very clear on the boundaries of my work and use expressive arts within that framework.

I find for myself that there is always a learning edge whenever I use the various mediums. I am amazed at the power of them to enable awareness, and I am careful in each situation not to use them without discerning their suitability. I know that I see new learning take place for the client, and I always take away new awareness for myself.

**ASCCANZ: Thank you, Eveline.**

**Dr. Alex Nelson, supervisor (ASCCANZ reg)**

## **Request for Contact**

**Martin Hünziker** is a Swiss based Coach / Supervisor. He is visiting Australia and New Zealand in 2007-2008 and is interested in meeting ASCCANZ members. Contact:

mhb-consulting

Martin Hunziker

[hunziker-m@bluewin.ch](mailto:hunziker-m@bluewin.ch)

## **New Member**

**Malcolm Drake**

Adamstown Hts NSW supervisor

+612/49579712

[mdrake@hunter.uca.org.au](mailto:m Drake@hunter.uca.org.au)

## **ASCCANZ Board Members 2006-2007**

Since the AGM of Fr. 2 November 2007 the ASCCANZ Board consists of the following people

Servaas van Beekum	President	Bondi NSW
Eveline Crotty	Vice-President	Redfern NSW
Allison Strasser	Secretary	Paddington NSW
Alex Fok	Treasurer	Sydney CBD NSW
Suzy Woodhouse	Trustee	Richmond VIC
Maxine Rosenfield	Trustee	Newport NSW
Peter Freese	Trustee	Killara NSW

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+612/93861488      [info@asccanz.org](mailto:info@asccanz.org)      [www.asccanz.org](http://www.asccanz.org)

## **Group Relations Australia**

is planning a whole series of activities mainly in and around Melbourne and some in Sydney, which are of interest for coaches and consultants.

The activities include:

- work in progress meetings
- reading groups
- listening post
- a mini conference

Contact: [secretary@grouprelations.org.au](mailto:secretary@grouprelations.org.au)

6 **Are you looking for  
an ASCCANZ accredi-  
ted supervisor,  
coach or consultant  
???**

**Go website!!**

[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

For supervision training

Contact: **Eveline Crotty**  
[ecrotty@ozemail.com.au](mailto:ecrotty@ozemail.com.au)

or

**Servaas van Beekum**  
[servaasvanbeekum@bigpond.com](mailto:servaasvanbeekum@bigpond.com)

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## Forum Meetings

Forum meetings are those  
informal, low key but  
challenging evenings where  
members and non-members meet.

They are held in **Sydney** on  
23 April and 2 July

There are plans to organise  
Forums meetings in **Perth**.  
Contact **Diana Philips**  
[dianaphillips@westnet.com.au](mailto:dianaphillips@westnet.com.au)  
or call: +618/97912970

## Training news

Solution Focused  
Coaching Training  
21 days / 1 year

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

For those who like to tra-  
vel far or who live in  
Europe:

This one year program will  
also run in **Ljubljana/  
Slovenia** from

**June 2007 - June 2008**

Contact:  
**Katja Sakelcek** at  
[coachingslo@gmail.com](mailto:coachingslo@gmail.com)

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## ASCCANZ

## Annual Conference

Waverley NSW Australia  
**Friday 26 October 2007**

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

## ASCCANZ

## Board meetings 07

5 March	Newport NSW
23 April	Waverley NSW
2 July	Waverley NSW
3 September	Waverley NSW
26 November	Newport NSW

(18.00-20.00 hrs)

**Observers welcome**  
Contact +612/93861488

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