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ASCCANZ

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Vol.11 November 2005

Editorial

E-News Vol. 11 is here.

We have three interesting contributions in the Volume.

The 3rd ASCCANZ Annual Conference on Coaching: Crossing Paths was held on 15 October. **Claire Jankelson**, a presenter herself offers her impressions of a highly inspiring day for all involved.

Peter Heath visited another conference of which he reports. Medics and psychologists conferring about spirituality and health. There are interesting questions to draw for coaches and supervisors

Servaas van Beekum writes about "Autonomy" as a goal in coaching and supervision. But more about a research project that will run through ASCCANZ, to measure the effects of coaching. Coaches are called to volunteer in the research.

Have a look at the last page with the 2006 dates for training, forum meetings and other ASCCANZ supported activities.

Impressions of the Conference.....

by Claire Jankelson, Bondi/Sydney *

The weather that day was slightly overcast but warm and windless. The garden was alive with flowers and fish and the infected hedge with the reddish leaves; that newly laid look where the trees are young and the shrubs are still finding their shape.

Sitting in that place before presenting calmed me down and gave the space for some quiet contemplation. This was the timbre of the whole conference, that day. The key-note speaker, Michael Cavanagh, was sophisticated in his presentation style with a lot of content to offer in his time slot. The number of presentations was thankfully limited with one choice in the morning and one in the afternoon.

I was in the morning. My usual anxiety was quickly quelled through the calm and unrushed nature of the attention which each person offered in listening, in being there. I felt a kind of easy timelessness as I engaged with the audience. Enough but not too many questions were asked. These were thought provoking and opened to the whole group and we all wondered about what was being asked. There was a feeling of spaciousness and a quietness. Presenting was actually an enjoyable experience.

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The afternoon session was spent in a small group with Alex Nelson. Here we contemplated our coaching, supervisory or consulting practices as landscapes with foregrounds and backgrounds, with boundaries and borders. The concepts or ways of seeing as landscape were carefully analysed and then colour filled the page as our present practices and possible futures and desires embraced and wove into designs, some less artistic than others - but all illuminating and insight producing.

All in all, this was a most satisfying way to spend a Saturday in spring.

* *Claire Jankelson, presented experiences from her PhD study about leadership at the annual ASCCANZ Conference on 15 October 2005*

Spirituality & Health, Report of a Conference

by Peter Heath, Lane Cove / Sydney *

Promoted as the first national conference of its type in Australia, it was hosted by Department of Psychology in the School of Medicine, University of Adelaide on 28-29 July 2005

Challenges

Australian culture, as a mix of western and indigenous elements, places us in a position of strength to explore the relationships between spirituality and health and how both health care and spiritual care can be enhanced in this country. In this regard the conference intended to initiate more collaborative research and exploratory practice between medical, clinical and religious sectors. This is desirable when we wish to develop a holistic approach to a person's health.

Most Australian speakers illustrated how we are experiencing the

post-modern era as a challenge, both individually and institutionally. How can we find new ways of relating to each other as we explore new ways of understanding and meeting organisational mission objectives in an Australian society that is yearning for new meaning? A kind of relating that permits a new exploration of the tensions of respecting the inherent dignity of humankind on the one hand and of ensuring fiscal responsibility on the other. Perhaps the challenge for us is to engage with paradox and ambiguity rather than to look for more definitive answers; Taking this challenge allows and forces us to use all human faculties in ways of knowing, without limiting ourselves to intellectual argument.

Multifaceted

The traditional forms of spiritual-health research miss the experience of the indigenous population, which is staring us, Australians, in the face. The highly complex nature of humanity, its health and wellbeing and the multi-faceted nature of religion and spirituality, make analytical research too difficult.

Through its natural scepticism, the Australian culture seems to evoke a non-conformist understanding of the human pursuit of meaning. So, when clinical practice encounters this distinctive questioning it reverts to orthodox understandings. Yet, when no prescriptive formula fits a client's quest for meaning, a much more individualised understanding is needed, which is often beyond the clinician's grasp. An Australian survey on spiritual needs and attitudes of clients, published in *Australian Psychiatry*, indicates a 'Spiritual Gap' in clinical practice. This survey painted a picture that clients wanted their clinician to ask them about their belief system, and that they felt clinicians did not do so, whilst clinicians felt their patients did not want this line of enquiry and felt uncomfortable at doing so. The question is here: how do we as coaches and supervisors address these issues?

In times of the IR laws-in-the-making, other presentations drew attention to preventing demoralisation in the workplace, in times of growing pressures on staff and management, and the need therefore for its leaders to create environments that stimulate the soul. Workplaces can become real places of community, if human needs are attended to in an intentional way. In this regard spirituality is

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3 a powerful force. Can organisations tap into this reservoir, in much the same way as individuals do, to benefit organisational health and efficacy - in terms of stress, anxiety, burnout and depression?

What might this conference suggest to coaches and supervisors?

It is clear that - beyond the medical field- there is serious interest in exploring the developing world of ideas and feelings around a person's spiritual wellbeing.

Also in coaching and supervision practice it is our challenge to integrate that in the work with our clients. The spiritual component challenges the basis of the Enlightenment concept of the human body as a machine, around which much of the wonders of modern medicine and health care revolve. Coaching and supervision can also be drawn in this way of thinking and practicing and by doing so enhancing compartmentalization and fragmentation instead of connection and healing.

Attending to the physical, social, psychological, emotional and spiritual needs of people, is being opened up for questioning. Traditional practices can teach us how. The focus of this questioning is to restore our human interdependence and interconnectedness with all the concrete and mystery that comprises life.

The world is moving on; is our practice of care in danger of being left behind?

* *Peter Heath, Supervisor ASCCANZ, Spiritual Care Coordinator, Mercy Community Care*

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Coaching for autonomy: research in progress

Call for Volunteers

by Servaas van Beekum, Waverley/Sydney *

Based on the research instrument developed in the 90's (Van Beekum & Krijgsman, 2000), a long term study is being introduced to measure the effects of coaching and relate the effects to methods used by coaches. The objective of this presentation is to present the current state of this research and discuss its scope, philosophy, methodology and outcomes.

Autonomy

Autonomy is a key concept in social science. In his best selling book "Games People Play", Eric Berne, the founder of transactional analysis, postulated autonomy in the manifestation of the release or recovery of three capacities: awareness, spontaneity, intimacy (Berne, 1967). Responsibility was later added as a fourth capacity (Hagehülsmann, 1984).

Awareness refers to an immediate sensuous openness to perception in the here and now as well as an unrestrained intensity in present sensations and feelings. Spontaneity involves freedom and the ability to immediately express these feelings and sensations. Intimacy refers to the possibility of engaging in candid, authentic, loving and reciprocal relationships (Hagehülsmann, 1984). Responsibility stands for the notion that one's actions are always influencing and influenced by a wider context in which one needs to take an ethical and responsible stand (van Beekum & Krijgsman, 2000). A research study in the 90's showed that autonomy refers to two major components of relationship: contact with oneself and contact with others (Van Beekum & Krijgsman, 2000).

Coaching

Coaching (from business coaching, through role coaching, to executive coaching and life coaching) is defined and described in

4 (continued from p.3: Coaching for Autonomy)

many ways, but always refers to improvement of the client's relationship with their external world, based on knowing their internal world, without dealing with the story behind the internal world. Reflecting on life-coaching in comparison with counselling, Phelps writes "Counselling is like redecorating your bedroom, taking off the old wallpaper first, while life coaching is being ready to redecorate over the old wallpaper" (Phelps, 2004). Carroll refers to coaching as the integration of a personal style of "learning oneself", thus giving coaching an educational accent (Carroll, 2004). Berglas' warns in the Harvard Business Review that "...in an alarming number of situations, executive coaches who lack rigorous psychological training, do more harm than good...". He promotes an approach to coaching where "companies draw on the expertise of both psychotherapists and executive coaches with legitimate skills" (Berglas, 2002).

In other definitions of coaching the accent is on "unleashing people's potential" (Rosinski, 2003), "maximize their potential" (Parsloe & Wray, 2000) or "unlocking a person's potential" (Peltier, 2001). This potential is then operationalized in skills, performance, reaching of objectives and gaining autonomy over their lives and work. So, coaching can be understood as learning towards autonomy, to support clients to improve contact with themselves and their environment.

The research

The questionnaire used was developed on the basis of a literature study, searching for descriptions of the four capacities of autonomy. These data were constructed into polarities using personal construct methodology developed by Kelley (1955). In the first phase this instrument was tested for validity using factor analysis. The results showed that autonomy can be understood as consisting of two capacities: contact with oneself and contact with others. The concept validity of the instrument was tested.

In this next phase of research, respondents will be coaching clients. They will be selected by their coaches to fill in a first questionnaire before starting the coaching process. They will also be asked to fill in a second questionnaire at the end of their coaching process. There is a separate questionnaire for the coaches, who will be selected based on their capacity to reflect on the methodology they use.

Call for Volunteer Coaches

This article calls for coaches who are willing to participate in the project. There will be a preliminary consultation with those who are interested. Please register your interest by mid December 2005 at info@asccanz.org. The hearing will be in early 2006.

drs.Servaas van Beekum, is social researcher, psychotherapist (Pacfa reg), coach and supervisor (ASCCANZ reg.)

Literature:

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ASCCANZ Training Day Waverley / Sydney 26 May 2006

Rollo Brown

Psychodrama Techniques in Supervision, Coaching and Consulting

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Training news

Pastoral Supervision
Mercy Foundation

Dates: 2006
Mercy Foundation
Waterloo NSW
Contact
Dr. Alex Nelson
educate@mercyfoundation.com.au

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Coaching Supervision
Seminar II
Open Space Approaches

Dates early 2006
13 - 14 Jan. Singapore
Contact:
Jessica Leong, MA
p3jcjessica@pacific.net.sg

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13 - 14 Feb. Melbourne &
3 - 4 March Sydney
Contact:
drs. Servaas van Beekum
servaasvanbeekum@bigpond.com

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10 - 11 March Wellington
Contact:
drs. Janneke Geurts
janneke@offtheplanet.co.nz

Training news

Solution Focused
Coaching Training
21 days / 1 year

Dates: start June 2006
Contact for brochure:
drs. Servaas van Beekum
servaas@ascenture.com.au

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ASCCANZ Forum Meetings 06

Informal meetings for
members and non-member
(18-19.30 + social)
Sydney: **24 April**

What do HR-people
look for when
seeking help

19 July

Cross Cultural
Issues

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Must buy for Coaches:

Newton, J., Long, S. and
Sievers, B. (Eds) (2006):
*Coaching in Depth, the
organisational role analysis
approach.* Karnac, London

ASCCANZ

Board meetings 06

27 February Waverley NSW
17 April Roseville NSW
26 June Waverley NSW
11 September Roseville NSW
27 November Newport NSW
(18.00-20.00 hrs)

Observers welcome
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