


Building a Bridge from Both Sides Education for Supervision and Coaching in Ukraine

Test and Develop your Bridge

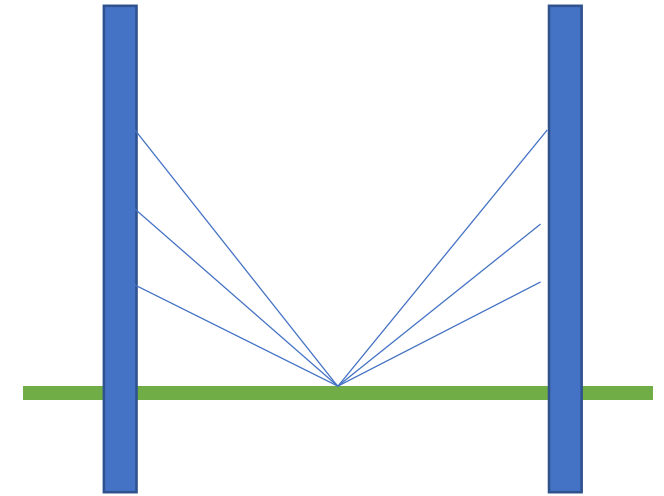


Welcoming, Training & Consulting

Welcome to a Visit of Ukraine

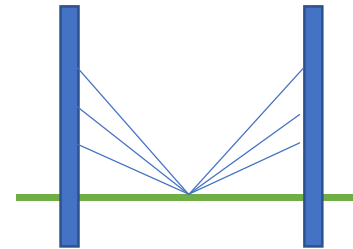
This questionnaire is intended to give you a possibility to speculate a bit about recent reality, history and especially about all the bridges that connect Ukraine with the rest of the world.

A. Where was Sigmund Freud's mother born?	1. Brody (Galicia) 2. <u>Odessa</u> 3. L'viv
B. Where did the current Greek Catholic bishop of L'viv live before coming to Ukraine?	1. Chicago 2. Toronto 3. Buenos Aires
C. Which of these Ukrainian cities is not among the three most important Ukrainian centers of IT industry?	1. <u>Charkiv</u> 2. <u>Odessa</u> 3. L'viv
D. The founder of <u>Donezk</u> (still under another name) came from which country?	1. Switzerland 2. Germany/Prussia 3. United Kingdom
E. Who of these very influential poets, who were writing in Ukrainian, was a serf (<u>Leibeigener</u>)?	1. <u>Iwan Franko</u> 2. <u>Lesja Ukrajinka</u>



Recent Historical Layers of Culture

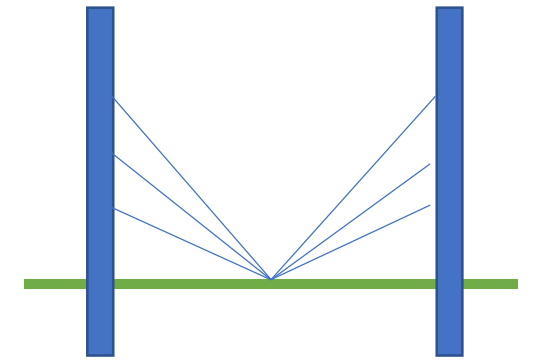
- Russian Empire
- Poland (Lithuania)
- Khanat of Krim Tatars
- Austro Hungarian Empire
- Soviet Union
- Ukraine
- Plus settlers from nearly all European Countries (France, Switzerland, Germany, UK,..)



Our Journey / Наша подорож



First Steps on an Existing Bridge



TRUSKAVETS
Austrian / Ukrainian
Education for Psychotherapy
since **1994**



Anelia Neganova (translator) and
Dr. Elisabeth Vykoukal (Psychotherapist) and I
Holiday on Krim **2004**



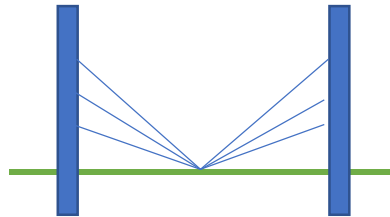
First Seminar Supported by a Private Sponsor



Коучінг для менеджерів
1. частина: Основи і початок

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Хофгассе 4/10
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E-mail: coaching@alder.at
Тел: +43 664 3906922



October 2006

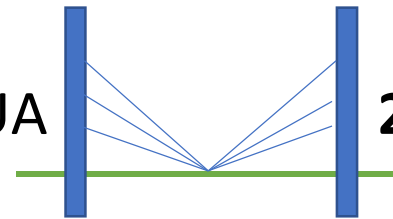
Sissi Alder



Anelia Neganova (translator)
Olena Dobrodniaik
Bessarab Valeriy

Work on my Side of the Bridge

- Visiting my friends in Ukraine at least once a year
- Talking there to many people, listening to many stories about work, life and history
- Finding old connections and bridges
- Doing little consulting jobs and lectures in UA
- Starting to learn Ukrainian
- Starting a company in Slovakia (2008 - 2015)
- Taking part in two ANSE International Intervisiongroups 2008-2016
- Creating and taking part in an EU Partnership ESCME (2009-2011)
- ÖAGG Section Supervision and Coaching (head of section, educational committee, seminars)



2011 Viktorija Sliusarenko



Restart 2013 – 2015

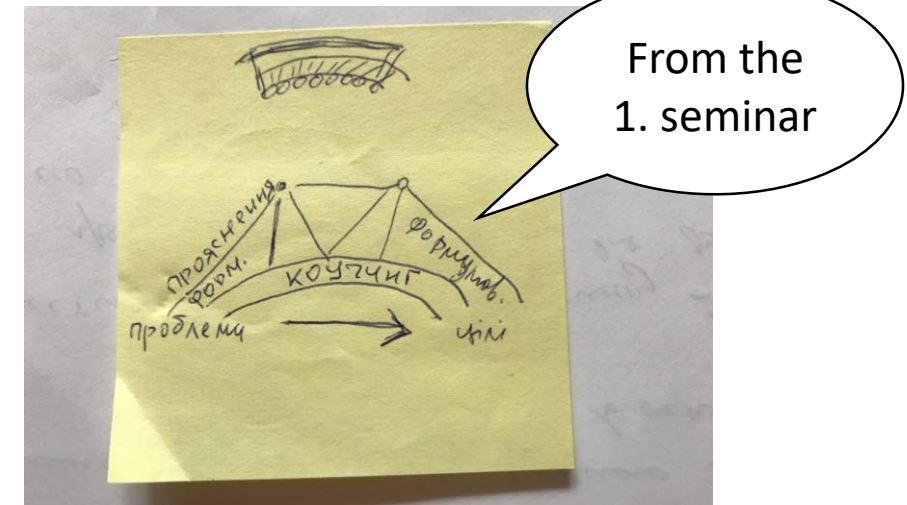


Початок супервізії / коучингу	Jun 13	Okt 13	Apr 14
Системна робота в організаціях	Okt 13	Okt 13	Mar 15
Етика супервізії та завершення супервізії / коучингу	Apr 14		Mai 15

Goal was to develop a group of people, who have finished three Coaching seminars and are willing to go on to a full education according to ANSE Standards.



Project of the Systemic Family Therapy Section of the Ukrainian Association



Restart in 3 Groups



Group 2



Group 1 + 2



Group 3

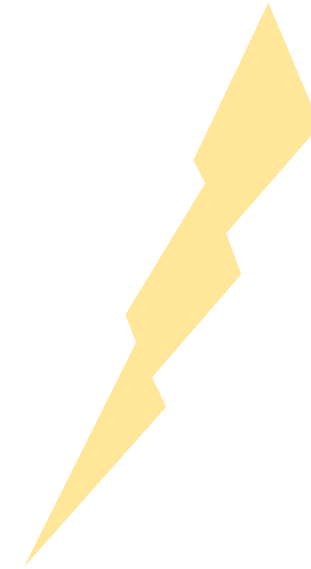
Ukrainian Society of Supervision and Coaching



- Founding of the Ukrainian Organization 2014
- Registration work done by Valeryi Bessarab
- First contact to ANSE: Olena Dobrodniak and Viktorija Sliusarenko
- USSC was becoming an associate member of ANSE in 2014

Disruption in 2014/2015

- Maidan (starting November 2013, escalating in February 2014)
- Occupation of Krim
- Unrest in Eastern Ukraine (ATO)
- Devaluation of currency
(1 Euro =10 Hryvnia -> 1 Euro = 30 Hryvnia)



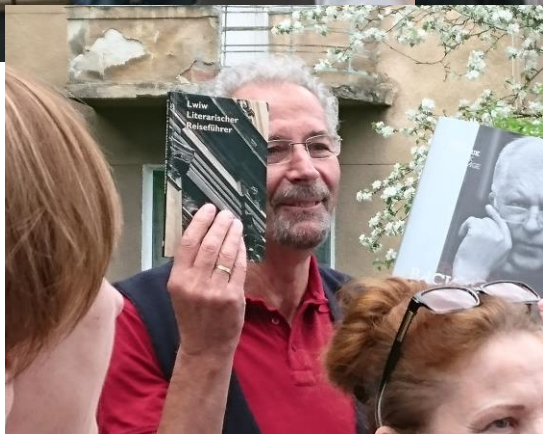
Stopp? Leave?
How to finance?

Decision Taken Together

- We go on at our own speed
- Adapt the curriculum to the needs:
First Seminar in 2015: Supervision of people, who work with traumatized clients
- Ask for support of ANSE colleagues

2. Phase	Seminar days
2014	1
2015	6
2016	9,5
2017	13,5
2018	9

The Bridge Getting Stronger



Wolfgang Knopf
Siegfried Tatschl
Jochen Sauer
Zlatko Teoharov
Vratja Strnad
Nadya Wyss
Per Wolfrum
Mieke Voogt

Some Financial Help Thank You OeAD



- The OeAD-Kooperationsbüro Lemberg
– Cooperation office at the National Iwan-Franko-University
<https://oead.at/en/to-austria/branch-offices/lviv/#>
<https://www.facebook.com/oead.lemberg>
supported one seminar of education financially in March 2018.
- MMag. Andreas Wenninger could make it possible that a share of the airfares of Jochen Sauer and me (Austrian citizens) were covered for one seminar.
(altogether € 600)

ANSE Board Visiting L'viv October 2017

- Official presentation and discussion
- Group supervision



Visit to ÖVS and Austrian Supervisors Giving Teaching Supervision (Feb. 2018)



Sigi Tatschl
Elke Müller- Soukup
Susanne Schuster
Judith Rupp
Nadya Wyss
Maria Goldmann Kaindl
Bettina Strümpf
Michaela Judy



EC Vision Translated into Ukrainian and Used

ECVision implementation



- Translation to Ukrainian is available for members since April 2018
- Materials was discussed by members and create List of Actual Competencies for USSC Members, defined "non actual compenencies" (comparing with ANSE list)
- Conclusion and Suggestions for issues on applied Competency model to maintains QM process in supervision\coaching fields



Finishing the First Education in August 2018



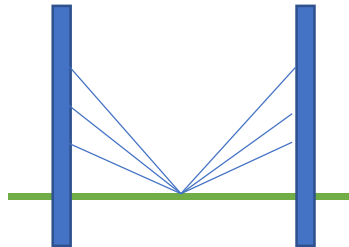
And these Participants Graduated in August 2018



Feedback from the Group



- A teacher coming in a train (over the bridge) bringing knowledge, new glasses,... and EXCEL 😊
- And at the end another train running to Vienna for Supervision and ÖVS
- And many other stations



<https://www.facebook.com/nataliya.shcherbina/videos/pcb.2018077674909659/2068759463168272/?type=3&theater&ifg=1>

Ukraine Became full Member of ANSE 2018

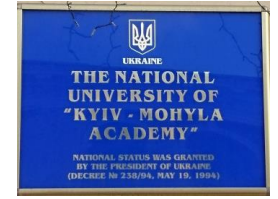
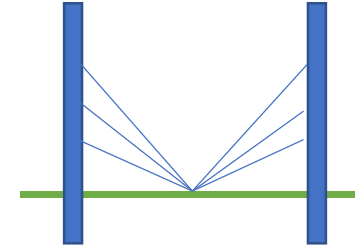


ANSE Board in Budapest



Ruslan Goshovsky and Olha Pashko

The Education will be Rooted in Ukraine



- Mohyla Academy as additional partner
- Forming an educational committee work on EC Vision and transfer (Viktorija Sliusarenko, Olena Dobronyak, Olha Pashko and I)
- Transfer in 3 steps:
Ukrainian colleagues
 1. as observers
 2. as co-trainers
 3. as trainers



Some Distinctive Facts about the Education

- Flexible, agile, organically growing, sustainable
- Organizational Development process to root the education into the country.
- The pedagogical head of the education has learned at least as much from the participants as the participants have learned from her.



May I invite you to
join me in some of my
learnings

For me New and Different – Learnings

- “Growing up in a yard” and membership in youth organizations => ability to work together in a higher degree than I experienced in Austria, merger of groups very easy
- Social class is still a taboo
- Citizenship not equal Nationality not equal Language
- Metaphors, Jokes, Movies, Actors, Singers, Books (the new ones are the same)
- Another form of feminism (“you are a western feminist”)

Interaction between Teacher and Student

Students should listen, learn and before asking, if necessary, check books or the internet.

Students should ask, discuss and contradict.

- Polarity and one step further into another world

Hofstede on Teaching Professions in Ukraine

Power Distance high

treated with respect

„personal wisdom“

Learning depends on the teacher

Educational process teacher centered

High restraint (less Indulgence)

Conviction that strict social norms must curb and regulate the gratification of basic and natural human needs.

Collective

Harmony should always be maintained , direct confrontation avoided

Don't speak up in a big group or class

Very good cooperation in small groups

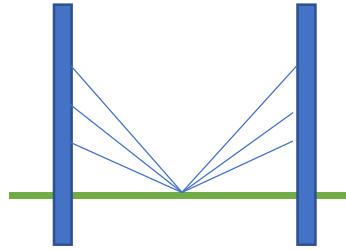
High Uncertainty Avoidance

Teachers should be experts which have all answers. Cryptic Gurus respected.

Student would say: I was successful due to luck (not my own abilities)

Tendency to look for the ONE answer.

Austria -> Ukraine



Most participants were already experienced in crossing the bridge

Very Low Power Distance -> High

- Difficulties to recognize real interest
- Temptation to overestimate yourself
- Management coaching must be adapted
- Need to stress the responsibility of students for learning

Individualistic -> Collective

- No warnings if I was taken to be offensive, even not before explosion – learn to read signs
- Hold the space for group conflicts (strongly)
- Support development of adequate ways to handle conflicts
- Being aware how different my own attitude for conflict and discussion is.
- Use work in little groups extensively

High Indulgence -> High Restraint

- Often feeling embarrassed for my own state and need of comfort
- Losing my “natural” balance between health protection and good challenge (water, exhaustion, ...)

Other / Not so High Uncertainty Avoidance

- Fighting with punctuality (flexibility)
- “How are you doing this in Europe?”
- Problem for students to sell process consulting
- Certainty on the meta level (Models, ...)

Use and discuss the difference

Our Agreements – one Example for Coping

- We are all responsible for the results of the seminar and the adherence to the timeframe
- We pay attention to awareness
 - pay attention to our needs and the needs of others
 - address obstacles to work
 - ask if something is not clear
 - we turn the mobile phones off or leave them silent
- The responsibility for the process lies with the seminar leader (Permission to interrupt discussions)
- If we work on an example, we treat the information about other people and companies confidentially

Some Challenges in Developing the Education

Thanks to my Ukrainian
partners for hours of
discussion on it

- **“My flexibility training”:**
Structure and punctuality vs. flexibility in arrangements and time
- **Pressure by the students to learn as much in a given seminar as possible** plus new challenges (money, war, ..) vs need for reflection and development of the identity as a supervisor. To hold the space for reflection. To prevent introjections (swallowing of ideas and concepts, without digesting them).
- **Closely monitor and support the practice learning** – also gathering feedback about “what methods, attitudes are effective in Ukraine”
Lack of teaching supervisors in the country -> **protocols**
- Give much room for developing ideas, **how to sell supervision and coaching in Ukrainian market.**

Diversity



The participants of the education

- are from different cities and areas of Ukraine.
- Having Ukrainian or Russian as their mother tongue
- voting for different parties
- Having different professions and therapeutic educations.
- are religious – Orthodox, Greek Catholic, Catholic, Jewish - or atheistic.
- Having their relatives and friends in Russia, Kazakhstan, USA, Canada, EU, Israel, Argentina and other countries of the world.

This Diversity can be a big resource for the group, for finding better solutions in case work, seeing situations from different perspectives, developing new approaches. Having a seminar leader, who is not from the country and therefore not in the system but trusted and seen as well meaning can sometimes be helpful to use this treasure.

Trauma and War



Many of the participants are working as social workers, therapists, psychologists, medical doctors, HR specialists and very often as volunteers with refugees, traumatized, wounded, veterans (there are already about 500.000) , people still living in the areas, where war takes place, families of dead soldiers etc.

That way bringing all the complexity and recent challenges of Ukrainian life with them into the seminars.

Translation – our Babel

- Most participants “do not speak any foreign language”, which mostly means they are speaking Ukrainian, Russian and Polish.
- I am speaking German, during seminars, with some who speak English I talk in English during the breaks – and sometimes in my broken Ukrainian.
- They speak Ukrainian and Russian during the seminar.
- Viktorija Sliusarenko translates me into Ukrainian and the others from Ukrainian or Russian into German.
- During the years she coined a new vocabulary in Ukrainian for supervision based on her knowledge and experience from many translations – and many discussions with me.



Our Babel Fish 😊

Translation – Effects

- Translation works against the time pressure of the participants. It slows down, gives more time for thinking and digesting information.
- Viktorija is also doing cultural translation, giving feedback to me about other contexts or meanings and how to say it in Ukrainian.
- We are rather at home in each others' heads:
“ I have not said it yet”- “Yes, but you will say it in a minute”
- Sometimes her interventions soften my provocations.
And afterwards we discuss endlessly, whether she prevented a disaster by protecting the peace in the group or hampered a learning. WE always learn. 😊



Please discuss in little groups

Your thoughts, experiences, challenges and learnings concerning international cooperation in developing supervision educations.

Thank you for your interest and patience

Please one sentence or word
as a feed back, remark, question, feeling

What can “people of the clock” learn from others?



In the background of the concept of punctuality there is an idea, that people work together like a good clockwork and by being late you harm the others – stealing their time

1. Where would the punctuality - concept not fit?
2. What would be the advantages of a more flexible approach?
3. Is our obsession with 90 minutes professionalism or a cultural prejudice?