

This document is to help you have a better overview of our Association, our history and what we stand for. We're happy to have you join us!

European Association for Supervision and Coaching Onboarding

Welcome to EASC!



European Association for Supervision and Coaching

January 2024

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1.0 What and Who is EASC?

EASC–European Association for Supervision and Coaching a registered association under German law and was founded in 1994 in Hannover, Germany. The purpose of the association is:

- To define and evaluate professional standards and training requirements for coaching and supervision in a European framework
- To join coaching and supervision under one umbrella, but ensure a maximum professionalism by clearly distinguishing between the two professions
- To practice and promote further training and professionalization of individuals who work in the fields of coaching and supervision
- To be a European home to all those who work in these professions
- To stimulate and support the application and promotion of new methods of supervision and coaching in an intercultural cooperation focused on Europe
- To host and support international conferences and congresses
- To support and conduct research activities in the fields of supervision and coaching
- To cooperate with trade associations of an equivalent quality, with the objective of mutual recognition
- To develop further spheres of activity close to supervision and coaching, e.g., organisational development.

1.2. How does EASC define coaching?

The following sections (EASC defining Coaching and Supervision) are currently being re-evaluated and therefore we hope to have updated information regarding these topics soon.

EASC defines coaching as a consulting concept which belongs to professional context. However, we would like to highlight that coaching and consulting are two very different professions. By its resource orientation and activity orientation, coaching supports people in their process of generating and implementing autonomous solutions to their issues. Additionally, EASC sees coaching as a personality-oriented consulting concept which helps people to discover and optimize their performance potentials concerning their life circumstances and to create healthy life contexts. Today's information society requires quick responses, change and adaptation. Coaching is gaining more and more importance because it effectively helps clients to quickly find their own solutions in their professional context. This distinguishes coaching from consulting on technical issues but also from supervision, which is a concept of support for a longer time period. Coaching takes into account the personal context of clients, but does not make it the centre of its work. Coaches do not directly interfere with events but will always support the clients' autonomy. The coaches' competences are manifold. For competent support to individuals in solving their problems and tasks, a competency to "survey the field" is more important for a coach than direct competency in the field as such.

1.3. How does EASC define supervision?

The following sections (EASC defining Coaching and Supervision) are currently being re-evaluated and therefore we hope to have updated information regarding these topics soon.

Supervision is a consulting concept that supports individuals, teams, groups and organisations in reflecting and optimizing their job-related actions and structures. A supervisor helps clients work on job-related problems with a focus on solutions. Emotional development, an understanding of organisational structures, creative thinking, and the development of new perspectives for job-related actions are in the limelight, but personal development and an increased contentment and well-being regarding the work-life balance are also subjects of supervisory consulting. Supervision is also a model for learning processes. Varied possibilities of thinking and learning are presented in the way in which job-related issues are examined. Supervision combines many theoretical foundations. It uses concepts such as; theories of psychoanalysis, transactional analysis, communication theory, systemics, behaviour and Gestalt theory. Concepts of group dynamics as well as organisational theory are also included in the supervisory work. Individual development in terms of finding a professional identity can be in the focus as well as defining an identity as a team or developing the identity of an organisation. The supervisory process is guided by the principle of contributing to an improvement of the clients' job-related actions. The supervisor's competencies match these functions. To competently support individuals in solving their problems and tasks, a competency to "survey the field" is more important for the supervisor than a competency in the field itself. Supervision at EASC understands it also comprises a certain basic attitude towards people as a basis for the work. Human beings are born with constructive faculties, every human being has a right to live and unfold their potential and every human being is a unity of feeling, thinking, behaviour and physical conditions. Under this premise, the supervisory reflection looks for perspectives that serve an expansion of the professional and personal realization.



2.0 Brief Presentation of the Committees and their Functions

For this first part of the document, we will be introducing you to the main Committees in EASC and their responsible fields.

2.1 Managing Board of EASC



First Chair

Susanne Rieger, Barcelona (ES) – susanne.rieger@easc-online.eu

Second Chair

Amina Eperjesi, Budapest (HU) – amina.eperjesi@easc-online.eu

Treasurer

Mechthild Müller, Dortmund (DE) – mechthild.mueller@easc-online.eu

Assessors

Jakub Dvořák, Prague (CZ) – Jakub.dvorak@easc-online.eu

Daniela Finkelstein, Hannover (DE) – Daniela.finkelstein@easc-online.eu

Patricia Jehle, Freienwil (CH) – patricia.jehle@easc-online.eu

Markus Jüster, Cologne (DE) – markus.juester@easc-online.eu

2.2 EASC Values, Vision, Mission

We at EASC stand for:

- A dialogue of professional supervisors and coaches in Europe and a community of colleagues who enjoy their profession
- A certificate with top quality standards for the training of supervisors and coaches in Europe and the further development of the professional profiles
- An international network of training institutes and an exchange on the practice of supervision and coaching at the regional level
- The promotion of research and participation in the scientific discourse on coaching and supervision in Europe
- The cooperation of all associations of coaches and supervisors in Europe which stand for an appropriate ethical and professional behaviour for our clients.

As an EASC member, you are a coach or supervisor trained according to the highest quality standards and you have a quality certificate which is recognised all over Europe. You are in a dialogue with 20 Institutes and more than 600 Supervisors and Coaches in Europe, who organise Regional Groups, conferences and congresses throughout Europe.

As an EASC Institute, you offer training courses that are recognised by EASC and after a successful examination according to the EASC standards you issue quality certificates for future supervisors and coaches. You are in a professional exchange with other EASC Institutes and, with EASC, you are committed to professionalism, quality and the interests of the occupational group and trainers.

In EASC supervision and coaching are contained under one umbrella and all benefit from this exchange on professional support and consulting of people in challenging job situations and constellations.



2.3 Committee of Quality Standards (CQS)

To support the quality process the EASC Board appoints a panel of four members, which will then be up for election at the Annual General Assembly of Members (AGM). The CQS assures the quality of the EASC Institutes and of our members' work as Trainers or Mentoring Supervisors.

Some of its particular tasks are:

- Structuring the discourse to further develop the Manual
- Implementing new decisions in the Manual
- Examining applications for membership according to Access II and III (degree from non-EASC training courses).
- Recognizing training courses and curricula of EASC Institutes

CQS Meetings in 2024:

8th of January
12th of February
11th of March
8th of April
6th of May
3rd of June
1st of July
2nd of September
21st of October
25th of November

Current CQS members

Chairperson of the CQS

[Susanne Richter](#), München (D)

Coach and Master-Coach, Supervisor, Mentoring Supervisor and Trainer

[PhDr. Irena Švábová](#), Prague (CZ)

Coach and Supervisor

[Volker Tepp](#), Berlin (D)

Coach and Master-Coach, Supervisor, Mentoring Supervisor and Trainer

[Andreas Wolf](#), Magdeburg (D)

Coach and Master-Coach, Supervisor, Mentoring Supervisor and Trainer

Mail address for questions and feedback to the CQS: cqs@easc-online.eu



2.4 Regional Groups

EASC members organise themselves in Regional Groups to have an exchange among colleagues and to practice intervention. They define the contents and form of their exchange independently and autonomously, as a network. By doing so they implement the EASC objectives at regional level, contributing considerably to a quality development and the dialogue among professionals. They are linked to the Board and the Annual General Assembly of Members (AGM) via an elected spokesperson. EASC supports its Regional Groups.

Not all regions have EASC Regional Groups, but we are continuously working on broadening our Regional Groups and creating new ones in untouched areas! As a new initiative, our Regional Group representatives will be reaching out to our new members to see if they would like to participate in the Regional Group. In case you would like to see an updated list of the Regional Group representatives, please have a look at the list here: <https://www.easc-online.eu/en/in-your-area/regional-groups>. If your local Regional Group representative has not reached out to you, please feel free to email the EASC Office (office@easc-online.eu) and they will be happy to put you in contact with the adequate person.

If by chance, your region does not yet have a Regional Group, please also feel free to create one. We would be more than happy to support you with sharing information about it on our website, on social media and seeing if we have others Members in your area that would like to join!



2.5 Ethics Committee

The Ethics Committee updates the Ethical Guidelines and develops them in a dialogue with the members. The Committee encourages the examination of the ethical foundations and the limits of the professional actions as a supervisor, coach and also as a trainer.

As an Ombudsman's Office, the Ethics Committee supports members in dealing with difficult ethical questions regarding supervision, coaching and training. Upon request, it consults members and their clients in case of different opinions, oriented towards solutions, and it may submit proposals for decisions to the Board.

The members of the Ethics Committee are elected by the General Assembly of Members (AGM).

EASC Ethical Foundation

It is the task of the ethics committee to maintain the existing ethics guidelines, to consider newly emerging aspects and integrate them, and to act as an ombudsperson to find an ethically clean and practicable solution in difficult situations.

Please address any questions to ethics@easc-online.eu

In its broadest sense, ethics is a discipline that deals with human behaviour and comprises moral intent as well as human will. Ethics is based on the assumption that there is a choice for action. It encompasses the choice regarding one's own criteria (subjective ethics) as well as the choice including the perspective of the other person (inter-subjective ethics).

Ethics Committee Members:

Edith Mause: edith.mause@imago-punkt.de

Matthias Sell: sell.matthias@inita.de

Rainer Chrupala

For more information about our ethical guidelines, please visit the link below:

<https://www.easc-online.eu/en/news/news/detail-view/die-easc-ist-der-11-mitunterzeichner-des-globalen-ethikkodexes-der-emcc-geworden>



2.6 EASC Office

In the following section there's information about the EASC Office. The Administration team is responsible for the following topics:

- Finances: Invoicing, payment, etc.
- Memberships
- General Assembly
- Administrative Tasks

Administration

Antonia Schweimer, Constanze Schröder-Porzky, Jens-Peter Jandausch & Nike Fischer

Mobile: +49 176 55750911

E-mail: office@easc-online.eu

Office hours Administration:

Tuesdays: 09:00 - 13:00

Wednesdays: 09:00 - 15:00

Thursdays: 09:00 - 13:00 hrs

Mondays and Fridays: no office hours

Postal address:

Waldstr. 32

10551 Berlin

Germany

Social Media

Social Media & Website (news, events, etc.) | Marketing | It's EASC Time

Lilli Szabo

E-mail: lilli.szabo@easc-online.eu



3.0 Cooperation at national and European Level

EASC is striving to be a European professional association that represents the interests of its international members while - in cooperation with other similar associations and organisations – it raises visibility through publicity, vis-à-vis politicians and other channels.

Unfortunately, the two professions of coaching and supervision are not yet recognized on a national or European level, which complicates the situation. Nevertheless, we seek contact, exchange and, where possible, mutual recognition with other associations. Please see some examples of these below.

3.1 RTC in Germany

We are a founding member of the Round Table Coaching RTC, which was a German-speaking round table when it started, as Austria and Switzerland were also involved. Thankfully, more and more associations are realising that this is important and are getting involved in the discussions again. The RTC has checked all participating associations for their quality and ethics guidelines and awards a quality seal. This can be obtained by EASC members as well.

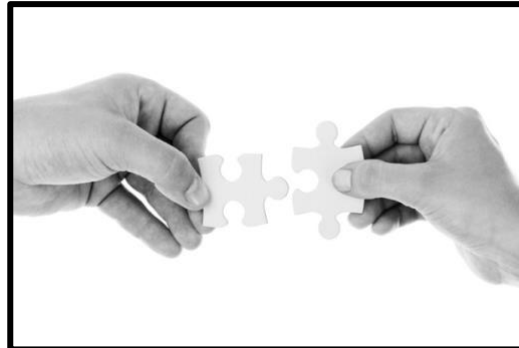
In the coming years, we will increasingly support similar initiatives in other European countries in addition to our European activities.

For further information, please reach out to: Jens-Peter Jandausch at jp.jandausch@easc-online.eu.

3.2 ANSE & EMCC

In 2023, EASC proactively initiated collaboration with EMCC (<https://www.emccglobal.org/>) and ANSE (<https://anse.eu/>) in order to reach more awareness from the EU for Supervision and Coaching. This is a continuous work during which we have created a trusting alliance and are working closely together to make coaching and supervision better known in Europe, especially in the European institutions and in the European Parliament.

Together we organise events, have founded an overarching ethics group and discuss the definitions of coaching and supervision in focus groups. We try to make it easier for our members to access both organisations. We regularly report on planned measures in the newsletter etc.



4.0 Badges

EASC stands for high quality standards in the professions of coaching and supervision. Therefore, the constant reflection of our professions and continuous further training should be normal. Not only for us as an organisation, but also for your clients it's important that you are fulfilling high formation standards. For this reason, EASC has developed a 3-year badge for promotion and marketing of your business.

In order to receive these badges, members must fill out two documents. The first is the "Quality Assurance Form" and the second is the "Logbook" which can both be found on the internal part of the EASC website (in English, German and Spanish). EASC members who meet the quality criteria shall obtain a quality seal for their respective professions.

The Logbook and Quality Assurance Form need to be filled out for previous years; therefore, the badges will be valid from the current/next year. For example, if someone fills out the documents for the years between 2020-2022, their badges will be valid from 2023-2025. We currently offer badges for the years of 2023-2025 or 2024-2026.

If you have any questions or would like to receive more information, please contact Jens-Peter Jandausch at jp.jandausch@easc-online.eu.

5.0 Activities

At EASC we are keen on offering as many activities and opportunities for our members as possible. We believe that we have great assets with all of our members, their experiences and knowledge. Therefore, we strive to offer various possibilities to exchange this information with one-another. Please see some of these options below:

5.1 It's EASC Time

It's EASC Time is a connecting platform, which offers the possibility to exchange ideas, knowledge, experience amongst our members, furthermore, people may also have the opportunity to present, if they would like to.

We start with a 20-minute welcome round in small groups to exchange ideas, get to know each other and get into the topic. After the professional input of about 25 minutes there will be time for questions. Depending on the topic, there will be another interactive reflection in small groups, followed by a plenary session.

On every third Wednesday of the month, we have our It's EASC Time from 7pm – 8:30pm.

The speakers will give their presentation in English or in their own language. Supporting translations during the presentation are possible in English, German, Spanish and Czech, both, orally or in writing. Written summaries may be available in the members' area of the homepage or in the Office upon request.

It's EASC Time is organized by [Lilli Szabo](#), for any questions, please turn to her: lilli.szabo@easc-online.eu. Amina Eperjesi (2nd Chair of the Board) plans the topics and presenter for each month, so please reach out to her for any recommendations or own topics you may have. Her email is: amina.eperjesi@easc-online.eu.

Scheduled dates 2024:

- 18th of December, 2024
- 20th of November, 2024
- 16th of October, 2024
- 18th of September, 2024
- 21st of August, 2024
- 17th of July, 2024

- 19th of June, 2024
- 15th of May, 2024
- 17th of April, 2024
- 20th of March, 2024
- 21st of February, 2024



5.2 Quo Vadis

In September 2023, we celebrated our first Quo Vadis. This was a two-hour session, where multiple EASC Members joined online and had brainstorming sessions on what values we find important as EASC, what should be changed and what we need to focus on in the future.

These sessions will keep happening and will help EASC to ensure the direction and future of EASC according to what our members find vital. The next sessions for 2024 are in the planning. We will inform you through the monthly newsletter and on our website about next dates. And by the way, this onboarding document is one of the results of the last QUO VADIS! For more information, please contact the EASC Office (office@easc-online.eu).

5.3 Newsletter

Every month we prepare a Newsletter that we send to our members. This Newsletter contains information on upcoming events, workshops, reviews of books/recent conferences and invitations to join working groups/focus groups. This is a possibility for our members to connect to colleagues within their fields across Europe and to share their own information on what's going on in their own areas.

The Newsletter is put together by the EASC News Team and is sent out on the 5th of each month. The issues are written in English, German and Spanish.

If you have any articles/information you would like to share, please email: news@easc-online.eu. If you would like to sign up for the Newsletter, please send an email to office@easc-online.eu.



5.4 Annual EASC Congress (virtual/online)

Our yearly EASC Congress is a large event we eminently prepare for. In 2024 the Congress will be held in person and in Prague. In 2025 it will be held virtually – online. We alternate between formats each year. After reflection the Board comes up with a topic for the Congress. It is usually related to contemporary events & trends in the Coaching and Supervision professions.

The format is either 1.5 days or a full day event and usually consists of one main panel discussion followed by various interactive workshops on topics somehow connected to the main theme of the event.

The main discussion is held in English and translated to other languages; however, the workshops are each held in the language they are offered in. Members (and outsiders) are invited to present at the event. Our Call for Papers is usually sent out some months before the congress start.

In the future we plan on incorporating more networking possibilities for the attending people. We would like for participants to get to know one another and exchange experiences more. For the in-person events, we do offer city walking tours and social events such as dinners for people to connect.

Further information about the congress for this year will be shared on the EASC website as well as on EASC social media. If you have any additional questions, please contact lilli.szabo@easc-online.eu.

For our upcoming congress in Prague, please see some information below:

EASC Connects – Prague 2024

Power and Powerlessness in Supervision and Coaching, Joint Congress with CIS

Dates: September 20 & 21, 2024

Venue: Czech Technical University (Masaryk Dormitory Congress Center)

<https://www.suz.cvut.cz/en/commercial-services/organisation-congresses>

For further information, regarding registration, program, etc. please visit our website at the link below:

<https://www.easc-online.eu/en/news/easc-connects-prague-2024>



5.5 Mentor Programme

In 2023 we initiated a group, which will start to work in 2024. The idea is to build up an internal mentoring programme of already well-situated Coaches and Supervisors, who are highly experienced and would like to share their knowledge with younger colleagues who have just started. The group will coordinate themselves; they are still looking for interested members and will define their profile and offers during 2024. For more information, please contact the EASC Office (office@easc-online.eu).

5.6 Mentor- Supervisors Meeting

We are introducing a new platform for all members who teach or are mentor-supervisors. This is called the Mentor – Supervisors meeting. It will happen quarterly, and online via Zoom. Of the four annual meetings, three will have the character of an intervention and one will be for connecting/networking. The first two dates for 2024 are the 29th of February and the 23rd of May. For more information, please contact the EASC Office (office@easc-online.eu).

5.7 EASC goes International

One of the priorities the Board has set is to become more international and thus, there is a working group to do this. So far, they have met once and will be meeting again, soon. Some of the thoughts are to reach out to the Syrian supervisors through a coordinated effort with GIZ and then to look at where our new members are, for example in Austria, and then start regional groups there. Any suggestions are welcome, as also are new members joining the working group. For more information, please contact the EASC Office (office@easc-online.eu).

5.8 New Members Q&A session

For any questions regarding this document, we are offering a Q&A session before our monthly It's EASC Time sessions. From 6:00 to 6:30pm. on every third Wednesday of the month, we will have a Board

member joining the Zoom Meeting who will answer any questions or confusion you may have about the following information. For more information, please contact the EASC Office (office@easc-online.eu).

6.0 Brief Timeline of EASC History

In 1994, a group of experienced supervisors and supervision trainers founded EASC as a European association in Hanover, Germany. To develop quality in coaching and supervision as an inter-regional, European trade association was the objective from the beginning. The first name of the association was EAS – European Association for Supervision.

Since coaching became increasingly professionalized and quality requirements are similar in coaching and supervision, many members started offering coaching, too. So, the association developed quality standards for coaching and training in coaching based on the existing quality standards for supervision.

In 2010, the association therefore renamed itself: EASC – European Association for Supervision and Coaching.



AND finally,



Thank you for your attention, and again, we would like to extend you a warm welcome to the EASC! If you have any questions or doubts, please let us know and reach out to office@easc-online.eu.