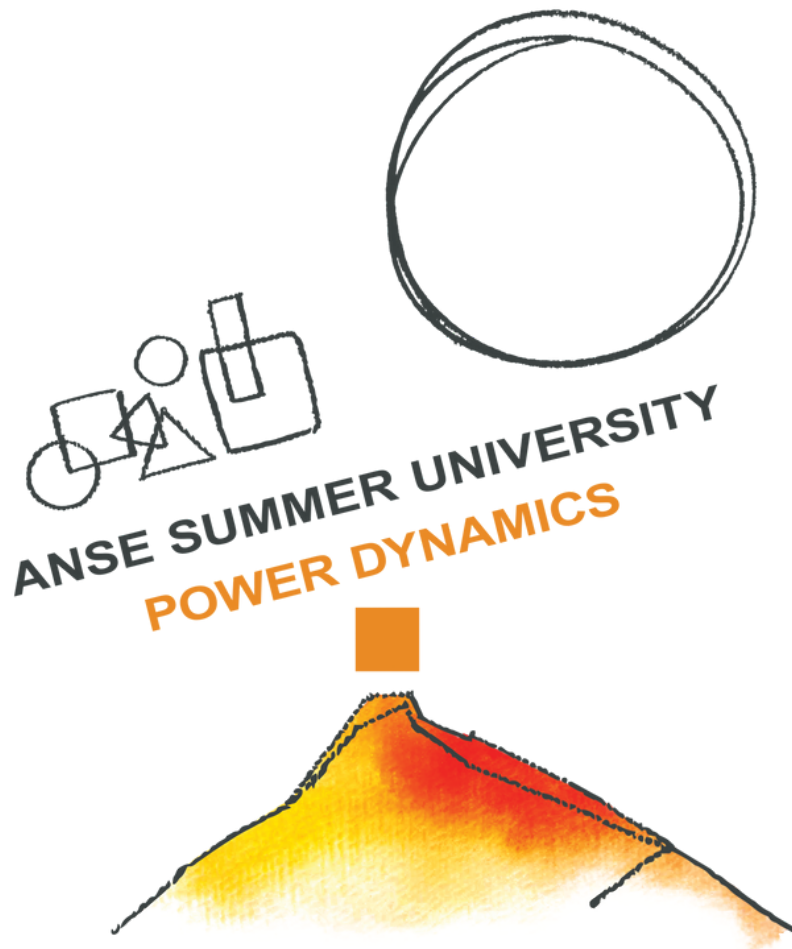


# Workshops



RIGA - LATVIA - 2022



## Marion van Oijen and Sabine Pankofer

📍 Netherlands and Germany

### PROFILE

Dr. Sabine Pankofer Professor of Psychology at the KSH Munich (University of Applied Sciences), Germany Supervisor/Coach (DGSv) Member of the Supervisory Board DGSv.

Since 1998 Professor of Psychology at the KSH Munich; since 2000 Supervisor/Coach (DGSv); since 2012 Head of the formation in supervision and coaching at the KSH Munich; author of a book about power theories in social work and an article about aspects of power in supervision  
2022: completion of the book of power aspects in supervision and coaching (in preparation).

For the last 25 years I am working in the different roles as a trainer and teacher practically on this topic connecting my practical and theoretical knowledge (I wrote books and articles about power and empowerment). As a professor of psychology in social work and a supervisor/coach for 22 years I am working mostly in the psychosocial field.

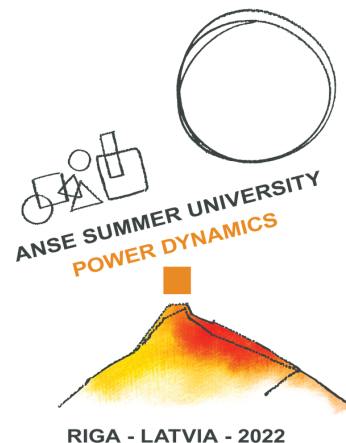
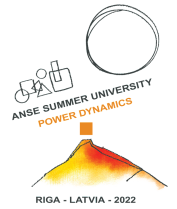
## WORKSHOP

### „MAY THE FORCE BE WITH YOU!“ HIDDEN POWER ASPECTS IN SUPERVISION AND COACHING.

The goal of the workshop is to make some aspects and dynamics of power visible and discussable and to reflect how it could be used productively - for users and supervisors. Becoming more aware of power aspects and impacts helps being able to use or transform them in a constructive way.

Power feels sometimes like a special smell from somewhere –perceptible but the origin is often hard to detect. In processes of supervision and coaching many phenomenons are closely linked with more or less obviously aspects of power and/or powerlessness.

- Short input: Power in supervision and coaching (on the basis of my publications)
- Live supervision in an internal and external circle
- Reflecting and sharing of perceptions of aspects of power from different perspectives
- Sharing ideas, emotions, thoughts...
- Ideas to support empowerment
- Time for a personal transfer



## WORKSHOP

### “A FRESH WIND IN SUPERVISION AND COACHING WITH THE “ZURICH RESOURCE MODEL ZRM®”



## Angela Büche

📍 Austria/Switzerland  
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### PROFILE

Angela Büche MSc. (Austria/ Swiss) is an academic coach, supervisor, mediator, lecturer, and organizational consultant who maintains an office in Salzburg as well as in Vienna.

Angela has worked for 35 years as a professional musician (Cello) before she decided to become a Coach and Supervisor. On top of her one-on-one sessions, she holds courses at various universities, is active in the private sector as well as at the ministry in Vienna. Mindful self-management, motivation, Positive Leadership and team development are amongst her favourite subjects.

She further specializes in developing self-organizing Teams.

Angela further holds a position as the leading spokesperson of the ÖVS in Salzburg (Österreichische Vereinigung für Supervision und Coaching)

This workshop will familiarise you with the scientific concept of the ZRM®. In particular, the workshop will focus on two specific tools from this framework: The first is targeted at finding power and inspiration for solving problems whilst remaining resilient in difficult situations. The second aims to improve your decision- making process. This tool will provide you with the necessary understanding to remain true to your brain and heart, even in challenging scenarios.

These are consistently mindful and powerful interventions that strengthen intrinsic motivation and resilience of the participants.



## Sietske Jans-Kuperus

📍 Netherlands

✉ s.jans@super-u.nl

### PROFILE

I'm a qualified supervisor and coach of professional learning processes.

In my practise I

mostly guide professionals in health care, social work and at universities. Currently, nurses, social workers and teachers have an important role - to take care of our social and physical health: It calls for human empowerment. To support them in their professional development for me is the most important thing to do.

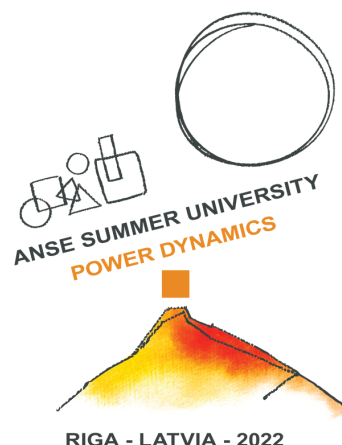
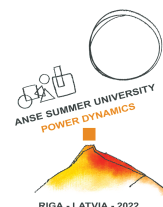
I always work with professionals to help them to develop their professional identity. To take responsibility for what you do as a person in your professional role, is very important to me.

## WORKSHOP

### „SENSE AND SENSIBILITY BY VALUES AND NEEDS"

Empowerment depends on the motivation people feel to move. And motivation is related to what drives them, their values, and their needs.

After this workshop participants are more conscious of their values which have impact on their actions and by what their motivations (values and needs) are in private life as well as in their professional work. Awareness of what you find important contributes to the development of a qualified professional and to human empowerment. As a result a humanely empowered professional is able to justify his professional choices in guidance in a severely uncertain time or environment. In this workshop, participants investigate their specific needs. With value cards, participants explore the meaning of what drives. And with different methods (drawing a wordcloud, exchanging in small groups, walking outside taking pictures) they explore their sense and sensibility of their values in the past and present. Due to that narrative, they give again meaning to their values in the context of work. In this way, they discover what they find important in work and what drive them to human empowerment.



## WORKSHOP

### "WORKSHOP DYNAMIC REFLECTION: EMPOWERING PERSONAL LEADERSHIP AND INCLUSION."

Workshop content:

- We will work with actual cases that participants put forward using a model for self-coaching. This model, called Dynamic Reflection, developed by Corma Ruijgrok, is an effective tool to expand our inner and external dialogue and move beyond negative thoughts and emotions. It is quite straightforward to understand and work with, yet profound in its immediate impact. Coaching is fully interactive and puts participants in the driver's seat, where they explore their own case looking at their limiting thoughts and emotions and their expansive thoughts and feelings and the impact these have on our actions, (re)actions of others and our (working) relations.

Participants will

- Gain insight in their own inner dialogue and their own thinking and emotions who are often restricting our options and limiting our options to progress
- Practice self-coaching with some practical cases of dynamic reflection provided by participants. Have a live experience how small changes in our inner dialogue can result in profound positive change and impact in how we act and interact
- React with authentic reactions and experience a more developmental way of coaching (versus problem-oriented)



## Corma Ruijgrok

📍 Netherlands

✉️ [Corma@dynamischreflecteren.nl](mailto:Corma@dynamischreflecteren.nl)

### PROFILE

Corma is a senior teacher educator at the university of applied sciences Institute Archimedes, Utrecht (since 1993) and a teacher educator since 1993 in communication skills.

Mother of a boy, and partner of a loving man; owner of a beautiful horse and a dog.

Teacher educator. Loves to sing.

Body-oriented therapist (1991)

Working at the faculty of education (1993-present) as a professor of teaching communication, group-dynamics, coaching, the pedagogy of teaching. Experience in leading workshops: 30 years.

In 2006 started giving masterclasses of Dynamic Reflection and implementing the concept in the teacher education. "Because I believe that during teachers' education and reflection process more emphasis should be put on feelings, besides thinking.

Teachers' negative feelings and thoughts can generate stress and block conscious constructive actions."

## WORKSHOP

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**Marten Bos**

📍 Netherlands

✉️ [marten@martenbos.nl](mailto:marten@martenbos.nl)

### PROFILE

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I have been a supervisor since about 30 years, senior supervisor and teaching supervision since 1999/2000. Was working for refugee, migrant and LGBT+ organizations. Wrote books and articles about diversity and gestalt in supervision. Book 'Coaching and Diversity' in 2010. Now retired and training/supervision for gestalt institutes in Netherlands, Bulgaria, Ukraine, Poland and Finland. Guest trainer for Dutch supervision education.

### **"NO ONE IS A SINGLE STORY" AWARENESS ABOUT WORKING ON/WITH DIVERSITY HAS GROWN.**

The term intersectionality has been explored and connected with the profession of supervisors.

More awareness about touching the influence of

- and reflecting on minority and majority, power and privilege and the influence on the relation

and the work of both supervisor / supervisee and eventually the client.

With the methodology of my self-developed diversity cards we start experiencing and reflecting on the multiple story we all are.

Theory about how we can support ourselves and supervisee to see how diversity, inclusion and equity influence our work and the work of the client. Using theory of intersectionality. See our article in the ANSE magazine December 2021. Reflecting on the rituals, theory, methodology of our work. Do they support or undermine inclusion and equity? How to become more aware of our 'normalities'?

## WORKSHOP

### "TELL ME, I WILL LISTEN".... ABOUT HOW TO CREATE A SAFE LEARNING CLIMATE



**Gerian Dijkhuizen**

📍 Switzerland/ Germany

✉ [geriandijkhuizen@gmail.com](mailto:geriandijkhuizen@gmail.com)

### PROFILE

- I am a teacher of supervisors and taught from 2003-2015 in Basel and Amriswil in Switzerland and Stuttgart Germany at an education for supervisors and coaches.
- I taught together (teaching, see my article about this work in ANSE Journal nr 3 april 2019) with my colleague systemic therapist (ZAK Basel, the owner retired in 2015).
- For over 30 years I worked as a drama- and grouptherapist in youth psychiatry (GGZ Centraal, inpatient, outpatient).
- Besides that I was a teacher for psychologists (postmaster) in groupdynamics/grouptherapy for 10 years in the Netherlands (RINO Utrecht).
- I have my own supervision practice since 1997.
- Member of the LVSC and former chairwoman of the International Committee of the LVSC. Former delegate of the LVSC for ANSE.
- I wrote different articles about my profession as a drama- and grouptherapist and as a supervisor.

In this workshop we explore what is needed to create safety and trust in a supervision/coaching work relation.

There is a theoretic frame that I will introduce and we will do several exercises that will help us to get focussed on the conditions that are necessary for this safe environment.

We are looking at the supervisors qualities and expectations and also those of the supervisee. An interesting thing is that we, as humans, have the feeling of trust with another person within 30 seconds! This was confirmed by research.

A nice exercise in this workshop will explore this.

Going to a workshop means learning from and with each other and especially: WORK!

You are very welcome!

## WORKSHOP



**Hans-Ueli**

📍 Switzerland  
✉ office@cciel.ch

### PROFILE

Since 2010 self-employed Coach, Supervisor, Organizational Development Professional, Lecturer, Author.  
Member bso; Member of the Acquisition and Quality Commission of the bso (2012-2016);  
Member of the bso board (since 2021);  
National Editor Switzerland for the ANSE Journal (since 2020).  
2000-2009 People and Organizational Development Manager at Pfizer Pharmaceuticals Switzerland.  
1997-1999 Lecturer for Organization and Management and Project Supervisor for Applied Project-based Learning at Zurich Hotel Management School Belvoirpark.  
1976-1996 Career in the Hospitality Industry.

### POWER DYNAMICS AND EMPOWERMENT IN SELF-ORGANIZED TEAMS

Participants will learn about and apply models and tools to be able to coach teams in their evolution towards managing dynamics, enhancing empowerment, and sustaining constructive collaboration in a self-organized work context.

Input on the classical "Rank-dynamic positions model" (Schindler 1957) (presentation)

- Input: Case study on dynamics in a self-organized team (reflect and share own experiences in breakouts)
- Input: Theoretical potential of roles, dynamics, conflict, and resources in self-organized teams (presentation)
- How to empower members and balance dynamics in self-organized teams (reflect, share, collect ideas in breakouts)
- Sharing of breakout outcomes (plenary)
- Input: (Additional) Structures and tools to balance dynamics in self-organized teams (presentation)

Meta-reflection: What were your experiences in today's (self-organized) breakouts relevant to the topic of this workshop? (reflection in plenary)

- Q&A, key learnings, wrap-up, closing





## Elisabeth Wollsen

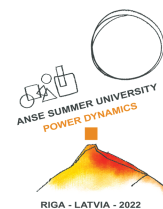
📍 Sweden

✉ [elisabet@lifestaging.se](mailto:elisabet@lifestaging.se)

### PROFILE

I have more than forty years of experience as a clinician, supervisor and educator working with therapy and professional development in my own company. Influenced by systemic and narrative ideas and expressive art formats I have developed a philosophy and a supervision/group work model i call Life Staging®. In the mid nineties I did narrative research around "change" in psychosocial work. Beside my ordinary work I also cooperated with a massai women's project in Tanzania in 2011. I'm currently writing on professional books and present Life Staging® and other creative formats and ideas on workshops nationally and internationally. My ordinary work consists of supervision/counseling and coaching of professionals in the fields of psychosocial work and health care together with education and organizational work in the same area. I also give consultations and therapy to individuals, couples and families/networks. I'm a silenced Psychologist and a silenced Psychotherapist in Family Therapy, Couples and Individual therapy. I have a diploma in Advanced Family Therapy (IFT London), am an authorized Supervisor, Faculty member of AGPA (American Group Therapy Association) and a Board member of the Swedish Supervisor Organization.

## WORKSHOP

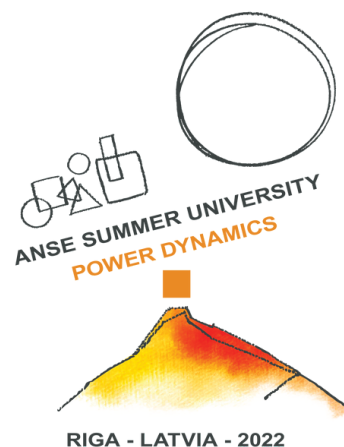


### LIFE STAGING® - A COLLABORATIVE AND CO-CREATIVE MODEL ENRICHING AND UNITING US AS HUMAN BEINGS

Life Staging® is not only a format, but also a philosophy that offers an alternative way of thinking about self, others, information and the overall professional performance. It's about narratives from the mind and body - a way of rich story development.

Life Staging® has developed through my professional experience and my narrative research and practice. Inspiration also comes from philosophy, psychodrama, family constellations (Hellinger), systemic ideas and artwork.

Life Staging® challenge the already taken-for granted ideas and truths and trust on "knowledge-in-the-making" and, at the same time, provides a co-creative and teambuilding activity.



## WORKSHOP

### „CREATIVE METHODS: LIVE CHAIRS"

Being creative to me is doing something I know, but in a new way. In this workshop we will explore how we can use chairs in addition to the dialogue, to create new conversations, new perspectives and a new understanding. It will give us an opportunity to explore the power and group dynamics, and how to make changes by empowering the different participants.

You will be learning by doing, and the topic we will be exploring is:

How do you see the ANSE community today and how should the ANSE Community go on considering everything?

Who are we now, and who do we want to be?

LIVE Chairs is a great method to create a common understanding, reveal our blind spots, be more honest and find the courage to make the change we want. Former participants say LIVE Chairs is a strong, but simple tool, which they find suitably uncomfortable. They are impressed by how fast we get to the core and how honest and sincere we become. They find it to be a helpful method to create hope and motivation for making the future they want.



## Gunn Brigitte Danielsen

📍 Norway

✉ nosco.no@gmail.com

### PROFILE

Gunn Brigitte Danielsen (MSc)

University degrees in:

- o Change management (master level)
- o Supervision and co-creation (master level)
- o Drama pedagogy (post bachelor level)
- o Teacher, Pedagogy (bachelor level)

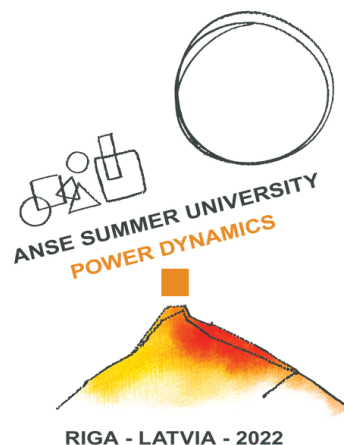
Lecturer and trainer at University of Stavanger

- o Master of Change management - Leadership as a practise
- o Bachelor Social Work - Mentalization and supervision in Social work

Supervisor in my own company since 2006. Working with both private and public businesses, and with NGO.

Vice president – Norwegian Organisation of Supervision and Co-Operation. Responsible for the lifelong learning program and Digital Supervision.

Podcast host: "You and I, and the two of us" Produced by University of Stavanger. A podcast on supervision, reflection and professional work with human relations.



## WORKSHOP



### Jan Sjøberg

📍 Norway

✉ jan.sjoberg@online.no

#### PROFILE

##### Main work:

- The child welfare services in Norway (Bufetat) as psychologist and supervisor (since 2013) and as meta-supervisor (since 2017)

##### Besides the main work:

- Private practice as psychologist specialist, integrative therapist and integrative supervisor
- President of Norwegian association for Integrative therapy (NFIT)
- ANSE Journal Editorial Board member
- Guest lecturer and workshopholder.

##### Past work experiences:

- Psychologist, individual and group psychotherapy in clinic - psychiatric hospital 2011 - 2012
- Teacher therapist for Integrative therapy education at university and NFIT 2015 - 2020
- Part time conflict management and mediation work at the Oslo Conflict Mediation Board 1999-2005
- -Boardmember of Supervisors' network NOSCO (2004 - 2014)

##### Education:

- Clinical Psychologist in 2010 and Psychologist Specialist in 2018
- Integrative therapy and Integrative Supervision, led by Dr Hilarion G. Petzold, who made the Triplex Reflection Model
- Master degree in Psychology
- Master degree in Organisation and leadership.
- Music education from Musical conservatory (piano)

### HOW TO DISCOVER AND REFLECT UPON POWER DYNAMICS AND POWER STRUCTURES TO FACILITATE EMPOWERMENT FOR THE CLIENT – BY THE HELP OF THE FOUR-LEVEL TRIPLEX REFLECTION MODEL FROM INTEGRATIVE SUPERVISION (PETZOLD).

#### Learning outcome:

- Understanding of the Triplex reflection model
- Understanding how power dynamics aspects and empowerment processes are integrated in the model to achieve self-determination.
- Understanding how to use and apply the model into professional supervisory work.
- Integrate complex learning on different levels: e.g., a) the levels of reflection in the Triplex reflection model, b) the multi-level systemic model of supervision, c) intrapsychic – inter- relational – societal – ecological level. Through complex learning, increased awareness and consciousness about uncertainties and about power, empowerment and depowering processes, might arise - from where conscious decisions can be made.
- Behind decisions there might be political, institutional, social, inter- and intrapersonal influences / responsibilities and motivations, that are often unclear, complex and hidden. It's a challenging process to get behind the surface and reflect on different levels of influences and responsibilities (Foucault, Petzold).

#### Approaches and methods in workshop:

1. Presentation of the model including giving an example from supervisory practice. Interactive workshop exercises (body-scan, roleplay), questions, dialogue and reflections together.
2. The Triplex Reflection Model is a four-level reflection model that includes:
  - Reflection on what I experience in a situation outside me or of what is going on inside me.
  - Reflection on how I as a person with my background am influencing my level 1 reflections.
  - Reflection on the societal and cultural conditions in which influence my level 1 and level 2 reflections.
  - Reflection on this level includes all the previous reflection steps and opens up to see the original situation in new ways.
3. We will focus on the three first levels of reflection in the workshop – and look upon hidden and unhidden power dynamics and first structures.

## WORKSHOP

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### Reijer Jan van 't Hul

📍 Netherlands

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#### PROFILE

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Reijer Jan van 't Hul (1968) is a Supervisor and Metasupervisor. He has his own practice “WeerZin Supervisie”. He is connected to the supervisor training programme at Windesheim University of applied science in Zwolle.

Reijer Jan has been an LVSC member since 2002 and was regional contact person in Zwolle from 2014 to 2018.

He then became a board member of ANSE on behalf of the LVSC and in that capacity is responsible for ANSE's website and social media.

### „THE POWER OF SECRETS IN SUPERVISION“

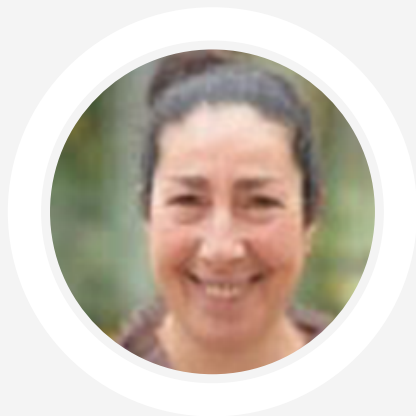
Secrets, we all have them. Small secrets, big secrets, plenty of things we want to keep hidden from others. In supervision we often have to deal with secrets of supervisees that are shared or not shared. Often the secret is the cause of the pattern that we become aware of in supervision. It is therefore an important task for us as supervisors to investigate and question precisely this. It is also an exciting part, because what does the supervisor share, or not share, and what does it mean when this is shared?

You also have to deal with your own secrets as a supervisor. These too can be small or large. Do you share a certain observation or not? And what does it mean if you keep this observation hidden? But if we look at the bigger picture, do you or do you not reveal something big that you yourself always keep hidden? Why would you share this or not? For what purpose would you do or not do that? We will explore this in the workshop during Summer University in Riga .

We will make it an active workshop, in which you will experience the impact of sharing a secret with a relative stranger, and I also challenge you to experience where the border lies for you about what you do or do not tell and why that border lies there.

## WORKSHOP

"FOR A MINDFUL SUPERVISION".



### Samia Klouche

📍 FRANCE

✉️ ks.coachingmissions@orange.fr

#### PROFILE

Samia has close to 20 years of experience as a senior leader, executive Coach and supervisor. She uses mindfulness tools for individual and team coaching. She specialized in leadership development for up and coming organizational leaders; women in leadership; and coaching for performance.

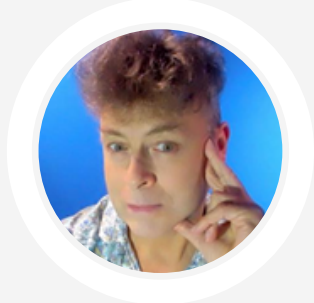
Coming from a multicultural family (Algerian, American, Spanish and French), Samia graduated in psychology. For more than a decade she was psychotherapist, communication manager then journalist. She has an international experience of many years (Europe, Middle East, Maghreb and China) in individual, team and organizational coaching with multinational companies.

She works in French, English, Arabic and Spanish.

Samia is a supervisor since 2011. She is also a Professional Certified Coach (MCC) as accredited by the ICF (International Coach Federation) and is a graduate of the Executive Coaching program at International Mozaik and Metasysteme coaching Paris. She is in charge of the International committee of ICF since 2009.

In supervision and coaching world, when we work with our clients, whose world is constantly changing and challenging, how are we, as specialists, to experience the current moment? Are we fully engaged in whatever we are doing at this moment, in writing or reading a document or an email, or is our mind wondering what we ate for lunch yesterday?

In this workshop we will learn how to build the first steps to becoming a mindful supervisor through practicing mindful exercises, in order to become aware of the present moment in and around us.



## Jeanne-Elvire Adotevi (France) and Andrew Shaffer (Japan)

📍 France and Japan

✉️ [coaching.jelag@gmail.com](mailto:coaching.jelag@gmail.com)

### PROFILE

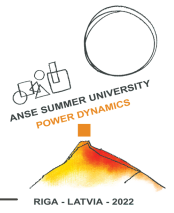
#### Jeanne-Elvire ADOTEVI:

- Expertise of systems approaches and Collective Intelligence, diversity and Inclusion.
- Work with a variety of audiences (corporate, professional, individual, organisations and NGOs).
- Masters wide range of tools from: NLP, Constellation's work, Active listening, Co-active leadership, Adult development Theory, Dynamic of change in complexity, Transformational work, Somatic approaches, Narrative coaching, Conflict resolution, Interpersonal skills to: decision making in uncertainty context, etc

#### Andrew Shaffer, MCC

- As an ICF Master Certified Coach (MCC), I help leaders globally - from extremely diverse cultural and professional backgrounds - empower themselves to become even more successful in their work and lives.
- As a consultant, I help organizations coordinate global change initiatives and assess key talent for senior leadership roles, plus help struggling teams navigate power dynamics to get back on track to higher performance.
- As a trainer and facilitator, I design and deliver fully customized seminars and workshops that center on powerful and reflective learning experiences, enabling participants to unlock their inner wisdom and empower themselves to create positive impact in the organizations and teams.

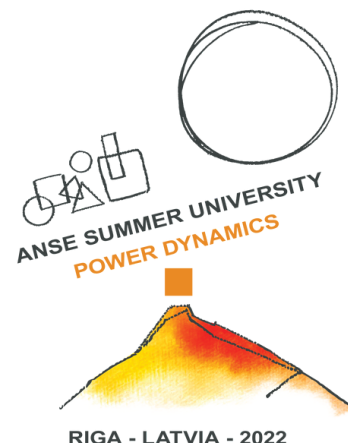
## WORKSHOP



### "CO-CREATING A NEW BALANCE OF POWER DYNAMICS: EMBRACING SELF-CARE IN TIMES OF CHAOS & UNCERTAINTY".

As Supervisors and Coaches, participants of the workshop will:

- Gain insight from the presenters' first-hand accounts of administering self-care during personal and professional hardship.
- Become inspired by listening to and sharing personal experiences in whole group and Break-out discussions.
- Clarify how to leverage the power of storytelling for self-empowerment when facing unhealthy power dynamics.
- Learn best practices for balancing our sense of being and doing through presentation and focused discussion.
- Gain perspective, motivation, and clarity from the well-established models, The Cynefin, The Stacey Matrix and Systems Thinking, for reflection and action planning.



## WORKSHOP



### Kristīne Mārtinsone

📍 Latvia

✉ k.martinsone@gmail.com

#### PROFILE

- 30 years of work in education, 25 of them in higher education, 15 as a supervisor. Currently, certified supervisor and certified psychologist with supervisor rights in the field of professional activity of consultative psychology.
- Professor of Psychology at Rīga Stradiņš University (RSU) and Head of the Department of Health Psychology and Pedagogy. Participated in the development of the professional standard for supervisors; has developed and been in charge of the master's study program in supervision. Been actively involved in the creation and development of the art therapy profession and education for more than 20 years. Contributed to the development of the health psychology sub-branch in Latvia. Uses creativity in her supervisory practice, working mainly in an educational environment.
- Author, co-author, compiler, scientific editor of more than many scientific publications, as well as more than 50 books on supervision, psychology and art therapy, including: Mārtinsone K., (Eds.). Supervision and Its Specifics in Art Therapy. Drukātava, 2010 (in Latvian); Mārtinsone K., Mihailova S. (Eds.). Supervision: Theory. Research. Practice. Rīga Stradiņš University, 2017 (in Latvian).
- On the merits of the State of Latvia was rewarded with the Cross of Recognition and appointed as Officer of the Cross of Recognition.

#### "SUPERVISION AS ART".

##### Workshop outcome:

By the end of the workshop, participants will have gained a new perspective and awareness resources to enhance and empower their practice. This will be achieved through the art-based experience and reflection on it, which will help to shed light on participant's current professional topic, realizing the previously undisclosed (currently invisible) about their practice. The participants of the process will also be enriched by the experience of their colleagues and their perspectives.

As additional resources, participants will be able to use selected artistic images and / or objects, which, when included in a broader vision (amplification), they will be able to use in their practice in the future.

##### About workshop:

The workshop will take place in the premises of the Art Museum Riga Boursem (or Riga Art Space). After getting acquainted and formulating their own question about their supervision practice, each participant, trusting their intuition and using a specific art-based method, will have the opportunity to find the answer to the formulated question. The images or objects of applied art created in the paintings will be a means of creative reflection and a new view of one's practice. This will be complemented by feedback from other members of the group. The work will be based on the basic principles used in dynamic museum-based consultative work.

During the workshop, a creative and professionally structured environment will be created in the museum, where the individual's expression on practical or theoretical, emotional, ethical and other issues will be supported individually and in a group. Experience, knowledge and information will be exchanged, new ideas will be generated, and feedback will be provided to identify and strengthen professional resources.

## WORKSHOP

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### Karin London

📍 Estonia  
✉ tip@tip.ee

#### PROFILE

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Karin London has worked as a trainer and supervisor/coach for 26 years, and as a senior supervisor and coach since 2016. From 2010 to 2017, she taught Supervisors and Coaches at the Moreno Supervision and Coaching Training Centre and coaching systems development. She has written articles on the subject for different management journals in Estonia. Karin has worked as a lecturer in team management and management psychology at Mainor University of Applied Sciences. During her university studies she started psychotherapy studies in psychodrama, afterwards NLP, family therapy, family and organisational constellations and other therapies. These are the techniques she uses in her supervision and coaching. Karin has worked in supervision, coaching and training with a wide range of public as well as private organisations in different spheres, from social educational, health and business. She considers her speciality to be the knowledge of both the conscious and subconscious laws of organisational management and functioning, and working with issues of 'misplaced' positions and hierarchies. Karin also works with all kinds of hidden dynamics and the resulting difficulties in the organisation and the team, change management and team engagement. In addition, she has a long experience in working with the principles of inclusive leadership, leadership competencies and goal achievement. Karin is a member of the Estonian Association of Supervision and Coaching, Psychodrama and Family Therapy and she is also Chair of the Estonian Association of Professional Constellations.

### “HIDDEN DYNAMICS OF TEAMS AND ORGANISATIONS”.

#### Workshop outcome:

As a result of the workshop, the participant

- Knows and is aware of the three laws of organisational dynamics;
- Gains knowledge of the hidden dynamics that occur when these three laws are not in balance;
- Can reflect on their experiences.

#### About workshop:

As a supervisor and coach, working with teams and organisations brings a variety of challenges. In addition to the 'visible' dynamics, there are hidden dynamics at work in teams that have a strong (or very strong) impact on team member/leader relationships, team member relationships, job satisfaction, job performance, customer satisfaction, quality of work, etc. These dynamics are often hidden in team's performance. It is often the violation of the essential laws of the organisation/team that is at the root of the aforementioned indicators and of long-lasting conflicts, which the supervisor can help to understand and resolve through his/her knowledge of a systemic approach to organisation.

In this workshop, we will discuss how the laws of the organisational zone and the team work:

1. Laws of order
2. The law of balance
3. The Law of Belonging

We will talk about the classic and most common patterns that interfere with teamwork:

1. Triangulation
2. Parentification
3. Victim/aggressor/rescuer dynamic

The workshop will allow reflection on your own practice as well as on possible interventions.



## WORKSHOP

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### "POWER DYNAMICS IN UNEQUAL DISRESPECTFUL RELATION. HOW NOT TO LOSE YOUR POWER AND DEFEND YOU POSITION?"



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### PROFILE

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Since 1996 Master of Education science.

Since 2004 Partner at consulting company "Kitokie projektai".

Since 2007 Member of the Association of Supervisors in Lithuania (2010 – 2012 chair of the Association). Expert of non-formal and adult education.

Areas of

expertise: training of trainers, training of supervisors mature leadership, communication and co-operation, efficient teamwork, experiential learning, intercultural learning. Currently supervises teams and managers of business companies, provides group supervision for schoolteachers and social workers, consults non- governmental organisations.

Has 25 years of experience in international training projects in more than 25 countries.

Author of practical handbook for people working with youth groups. I am using this theory and giving the "resistance tool" for my supervisees since 2015. The tool is extremely useful for groups of "oppressed", such as teachers, social educators, social workers, etc. whose voices often are not heard, and who often end up on the lower rung in power games. Currently I provide online supervision for women group from Kharkiv (Ukraine). I introduced the "resistance toll", and some of them immediately started to use it. And they succeed. Already during the next session, they shared that they became more confident, more resilient, more empowered.

### Workshop outcome:

Participants will receive a tool helping them to defend their position in "power games". There will be a space for sharing the experience of using this tool in supervision and coaching processes.

### About workshop:

- 1.Theoretical input on power dynamics in unequal disrespectful relations. Presentation of the "resistance tool" (by Deborah Tannen).
- 2.The concept of power relativeness (by Saul Alinsky).
- 3.Discussion in smaller groups on application of this theory in supervision/coaching practice.
4. Sharing in big circle.

