

Poster created by Marina Ajduković

**Leonardo da Vinci Development of Innovation Project
 A European system of comparability and validation of supervisory competences**

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Purpose and Aims of the ECVision project

The purpose is to develop a common platform for understanding supervision and coaching, and to define learning outcomes for their training at a European level.

Aims:

- 1) Contributing to the development of quality life-long learning in supervision and coaching by comparing the differences among the participating countries;
- 2) Identifying common core tasks and responsibilities of supervisors and coaches;
- 3) Developing a comparable professional terminology;
- 4) Describing generic European principles without harmonizing diverse country- or school-specific approaches;
- 5) Assuring comparability in vocational training for supervisors and coaches;
- 6) Creating an instrument for planning and evaluating supervision and coaching, especially as a tool for HRM.

Expected Outcomes

Clarified tasks and responsibilities for coaching and supervision on a European level, which means:

- Identifying criteria for tasks and responsibilities, concerning both training providers as well as customers of coaching and supervision;
- Delineating common criteria for those tasks and responsibilities in the participating countries;
- Comparing diverse criteria of tasks and responsibilities in the participating countries;
- Creating a description of tasks and responsibilities on the European level.

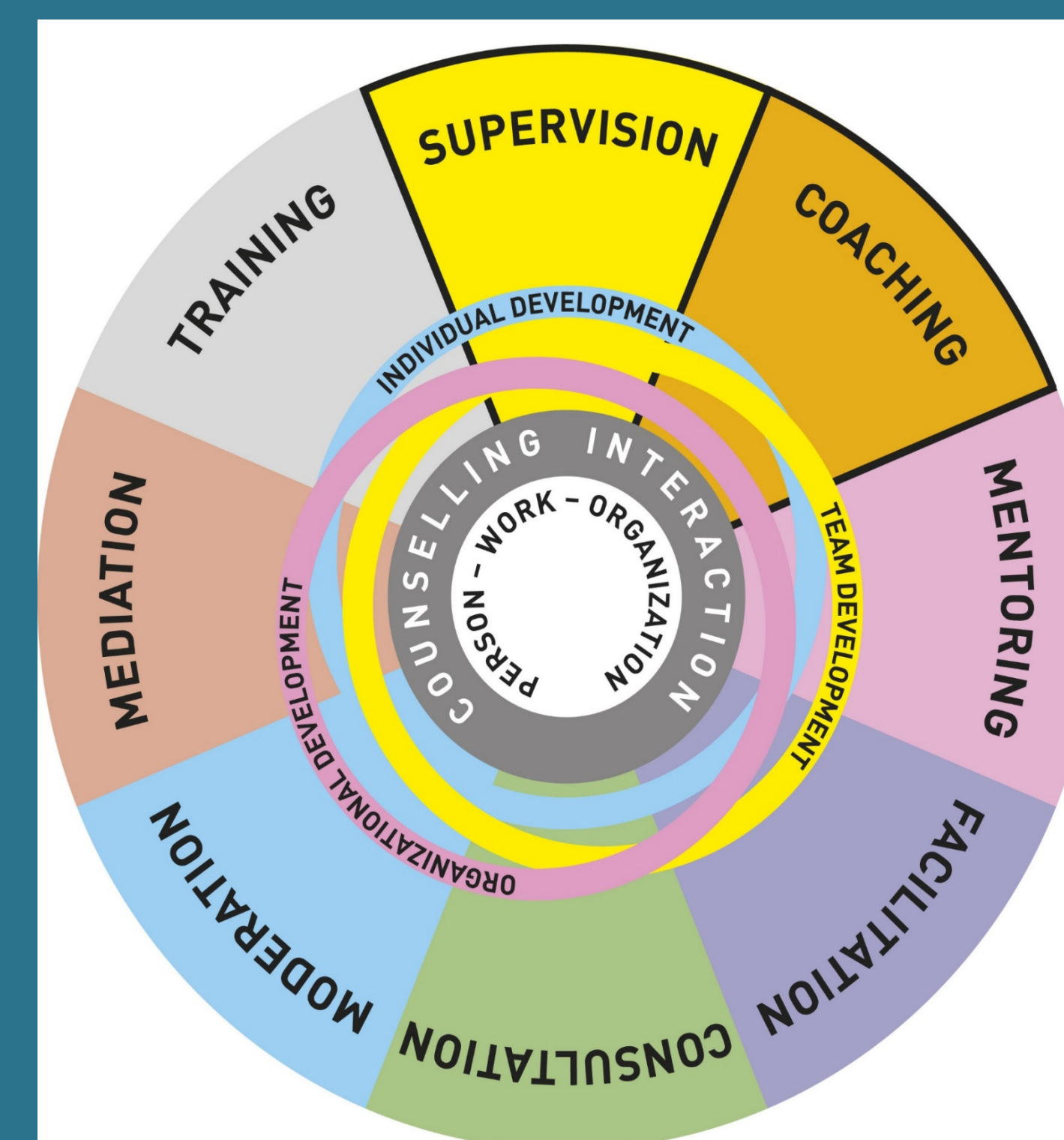
Products

1. ECVision Glossary comprising the main terms used in supervision and coaching.
2. ECVision Competence Framework based on learning outcomes.
3. ECVision Reference Table ECTS-ECVET as a model for validation of learning outcomes in supervision and coaching.

Long term impact

The outcomes should ensure on a European level:

- 1) Comparability of vocational training for supervisors/coaches without harmonizing the training curricula;
- 2) Integration of vocational training for supervisors/coaches into different European NQF's (National Qualification Framework);
- 3) Comparability of supervisory/coaching competences on a European level, both for supervisors/coaches as well as (potential) customers;
- 4) Support of supervisors/coaches in developing an own competence profile;
- 5) Enhancement of quality assurance requirements;
- 6) Clarification of aims and tasks for supervision/coaching as a tool for HRM;
- 7) Promotion of the European dimension of supervision and coaching;
- 8) Development of a Professional Card for these professions;



Domain

ECVision Glossary

Typology

- Stakeholders
- Core Qualities
- Types
- Settings
- Methods
- Outcomes

ECVET-ECTS Reference Table

The ECVision reference table ECTS-ECVET provides a model for accreditation and validation of learning outcomes in education and training of supervision & coaching in Europe, using the curricula of University Zagreb, TOPS München-Berlin e.V and ASYS Wien.

Domain: Supervision & Coaching

As the domain of ECVision we defined formats “*counselling the interaction between individuals, work and organization*”.

Within this domain, we focussed on supervision and coaching.

Supervision & Coaching are relation-based professions, outcomes are the result of a self-organized process, during which the supervisee:

- Creates a reflective space for him/herself;
- Understands thereby more of the complexity of an actual situation;
- Develops ambiguity-tolerance;
- Is able to understand organizational issues and to include them into personal goals;
- Discovers that there is always more than one solution;
- Develops increasing competences in building decisions on self-reflection..

Supervision – Scope of Concept

The glossary covers the following formats

1. Supervision as a counseling profession focuses on the interaction of persons, professional tasks and organizations
 - 1.1. Supervision for work with clients
 - 1.2. Educational Supervision for trainees in professional training courses
 - 1.3. Supervision as improvement of professional functioning
 - 1.4. Organization supervision
2. Supervision as a managerial function is not part of the ECVision domain.

Coaching – Scope of Concept

Many definitions of coaching used in Europe can be reduced to some of the five different concepts.

Only the first three of them fit under the defined domain of ECVision:

1. Coaching is a form of professional counseling that inspires the coachees to maximize their personal and professional potential.
2. Coaching primarily aims at managers, working with specific objectives, methodology and approach.
3. Coaching is a form of professional guidance focusing on the professional and personal growth of the coachee.
4. Coaching is one of many competences that professionals such as managers, teachers or social workers have acquired.
5. Coaching is a synonym for training or mentoring in very different fields (e.g. health, dating, job coaching etc.).

ECVision Competence Framework

Description of Competences by "Knowledge", "Skills", and "Performance".

Typology:

- Professional Identity (Professional Attitude, Ethics, Quality Development, Perspective on Person, Work and Organisation)
- Professional Conduct (Building a Professional Relationship, Facilitating Outcomes, Performing Advanced Communication, Handling Diversity, Mastering Settings, Techniques and Methods)