

A fresh wind in Supervision and Coaching with the “Zurich resource model ZRM®”

■ Angela Büche

Abstract

The Zurich resource model ZRM® is a very effective method to work with and is known to produce positive results. The method is resource-oriented and creates an uplifting working atmosphere. The ZRM allows for interventions that strengthen the client's motivation and help the client find a new orientation to life. This can enable greater resilience when facing life's crises. It also helps develop self-management skills that facilitate goal-oriented action resulting in healthy, integrated decision making. Feedback shows this method brings about swift results. It is both scientific and creative.

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Initially it was developed for group-work. It can also be used in Team-Supervision as well as one on one. This flexibility makes it a great tool for Supervision and Coaching.

I have worked with the “Zurich resource model ZRM®” for more than 10 years in Supervision, Coaching, Mediation and various other contexts.

Origins and scientific background

The ZRM® was invented at the University in Zurich by Dr Maya Storch and Dr Frank Krause with the aim of providing teachers with a collection of self-management methods for burnout prevention, which should be both practice-oriented and theoretically validated.

It is a psycho-educational Training. Therefore, different applications are used within the training, such as systemic analyses, coaching, knowledge transfer and self-help techniques. The training is designed to systematically address people in their development process on the intellectual/cognitive, emotional and physiological levels.

It is an integrative method and includes elements from behavioural therapy, psychodrama, analytical psychology (C. G. Jung) client - centred psychotherapy (Carl Rogers)



systemic therapy, psychodrama, as well as results from neuropsychology and other scientific results from motivational psychology.

The framework model of ZRM® is based on the Rubicon model by H. Heckhausen & M. Gollwitzer. However, a 5th phase is added to this model to consider the psychoanalytic theories of the unconscious. *For scientific sources and further information, please visit www.zrm.ch

The Rubicon process explained by means of a case study

I will describe the Rubicon process to you in short using an example from my supervision practice.

I use ZRM® in this specific Team-Supervision because the Team members are all very burnt out. They are Social workers working in a residential group with adolescents. In this case each team member worked on his own topic to improve their own individual Self-management.

Lara, for example, is 40 years old and has 3 children: “I can’t take it anymore. I am running out of air. I don’t know how to go on. My back pain is unbearable. I would like to have less stress”.

Before the “Rubicon”

On the left side of the Rubicon we are concerned with building a new attitude toward the desired goal. This is where we start. If we cannot implement what we want, if we are out of resources or if we do not know what to do, then we first have to build a new attitude. It also means that the unconscious is going to be synchronized with the conscious mind. We do this by working with a picture, with the so-called idea-basket and with the *affect balance*. The consideration of the somatic markers (A. Damasio*) plays a decisive role in this process. These two phases supply the basis for the “Motto-Goal” or individualized affirmation supporting the specific Goal of the person. The Motto-Goal is non-specific but expresses very powerfully what the person wants. It is


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formulated in figurative language because this appeals to the unconscious.

Intention

Lara developed her Motto-Goal and with a bright smile she said: “I skillfully use the thermals and survey my terrain. I define my territory!”

She now has the mindset to go over the inner psychic Rubicon. It is called the field of Intention. This is the beginning of creating her new neural network. Lara will start to see new possibilities in her daily work and will have the tools to spontaneously reframe her challenges. This opens up new possibilities for creative action. (empowerment)

Need	Motive	Intention	Pre-action Phase	Action
Unconscious 	Can be conscious, but not actionable. “I am running out of air. I don't know how to go on. My back pain is unbearable”.	I will and I have the resources I need! “I skillfully use the thermals and survey my terrain. I define my territory!”	Tools to practice the new mindset and prepare for implementation in everyday life	Go! New mindset and motivation, different perspective and expanded possibilities for action.



Pre-action Phase

In order to integrate this new way of thinking into her personality, Lara is now learning various tools to practice her new self-management skills.

Depending on the topic, it can take up to 9 months until the new skills can be applied intuitively. The tools that are learned in this phase include: Priming, Embodiment, Success diary; Wenn-Dann Pläne, Social Resources etc. Using these tools, Lara learns how to plan sensitive situations in detail, enabling her to achieve successful outcomes.

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Action

Lara now has many resources at her disposal and, feeling empowered, can see new possibilities for reshaping her life. Over time having implemented the new learned skills Lara found her quality of life much improved, as it embodied her chosen vision.

Online Workshop for the ANSE Members

I have now given you a brief, somewhat abstract, outline of the ZRM® training.

However, like with love it needs to be experienced. An intellectual understanding does not suffice.

Knowing the full benefits of the ZRM training, I offer you the ZRM® training so that you can experience it and then integrate it into your work of supervision and coaching.

The whole process takes 16 Hours.

Having completed the training you will be able to apply the learned tools in your own work and so deal with specific issues as they arise.

The workshop will include:

1. A document for preparation, including an online-Tool
2. 16 hours Workshop
3. Participants working documents
4. Slides and Flip protocol
5. A certificate of attendance for a recognized basic course
6. 1 personal Coaching some weeks later (50 Minutes)

The course will be taught in English

Location: Online- Zoom

If you have questions, please write to me: angela.bueche@gmail.com

To sign up and for further information go to www.stimmig-leben.com ■

*Storch, Maja, and Frank Krause. *Selbstmanagement-resourcenorientiert: Theoretische Grundlagen und Trainingsmanual für die Arbeit mit dem Zürcher Ressourcen Modell (ZRM)*. Hogrefe, 2022.



Angela Büche MSc. (Austria/ Swiss) is an academic coach, supervisor, mediator, lecturer, and organizational consultant who maintains an office in Salzburg and Vienna. Angela 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 session, she holds courses at various universities, is active in the cooperative sector at the ministry in Vienna; Mindful self-management; motivation. Positive Leadership and team development are amongst her favorite subjects. She further specializes in developing self-organizing Teams. www.stimmig-leben.com. Angela is Founder and President of the WSE (www.wirstimmenein.jetzt) She is member of der ÖGFMM (www.oegfmm) and leads the working group: Music-psychology and Coaching for Musicians. She is member of the ÖVS (www.oevs.or.at)