

# Resumé: Dr Svea van der Hoorn

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*I have evolved a multi-stranded portfolio career including coaching, leadership and management, psychology, education, and research. The linking thread is my interest in change and development, whether individual, group or organizational.*

## Employment Record Summary

### Consulting, Training, Coaching and Contract Work:

- 10/2006 – current**      **Adult Learning Specialist - Consultant, Trainer, Coach** – Solution-Focused Futures
- 11 / 2002 - current**      **Visiting faculty member at senior lecturer level** - Executive MBA (EMBA) and other Corporate Learning courses offered by the University of Cape Town Graduate School of Business (UCT GSB), South Africa
- 06 / 1999 – 02 / 2004**      **.618 Consultancy** – Individual, group and organisational development through qualitative research, psychotherapy/counselling, coaching and learning interventions
- 1988 - 02 / 2004**      **Psychology and psychotherapy practice** - psychotherapy and counselling, psycho-educational assessment and intervention, supervision, training.

### Full-time employment:

- 10/2006 – 06/2008**      **Family Therapist – Solution-focused Brief Practitioner** – Intensive Family Support Options (IFSO), The Spastic Centre (disability sector, home and community visiting family therapy service) Sydney, Australia
- 12 / 2004 – 09/2006**      **Psychologist, Business associate** – Brief Solutions (Pty) Ltd incorporating The Brief Therapy Institute of Sydney, The Strengths in Schools Project, and Solutions in Business
- 03 / 2004 – 10 / 2004**      **Clinical Psychologist (locum)** – Sedgefield Child and Adolescent Mental Health Service (CAMHS), Co. Durham and Darlington Priority Services Trust, United Kingdom.
- 07 / 2002 – 04 / 2003**      **Educational Psychologist / School Counsellor** - Herschel Girls School (3-13yr olds)
- 08 / 1997 – 05 / 1999**      **Provincial Registrar: Western Cape** (Cape Town, South Africa)  
General manager for CCMA - Commission for Conciliation, Mediation and Arbitration (industrial relations statutory institution)
- 07 / 1996 – 07 / 1997**      **Provincial Registrar: Northern Cape** (Kimberley, South Africa)  
General manager for CCMA - Commission for Conciliation, Mediation and Arbitration (industrial relations statutory institution)
- 01 / 1993 – 06 / 1996**      **Senior Lecturer: Educational Psychology and Social Science Research**  
School of Education, University of Cape Town, South Africa
- 01 / 1988 – 12 / 1992**      **Lecturer: Educational Psychology and Social Science Research**  
School of Education, University of Cape Town, South Africa
- 01 / 1986 – 12 / 1987**      *Full-time postgraduate studies – M.Ed (Ed Psych) – educational and clinical psych training*
- 01 / 1983 – 12 / 1985**      **Teacher psychologist**  
Athlone School Clinic (psychological and educational assessment and intervention centre)
- 07 / 1982 – 12 / 1982**      **Remedial Teacher**  
Athlone School Clinic (psychological and educational assessment and intervention centre)
- 07 / 1981 – 06 / 1982**      **Teacher psychologist**  
Eros School (specialised education school for learners with cerebral palsy)
- 01 / 1979 – 06 / 1981**      **Teacher – grades 1 – 10 (6-18yrs) for mathematics and general science**  
Princess Alice Orthopaedic Hospital School

## Work Experience - Descriptive Summary

### CCMA - Commission for Conciliation, Mediation and Arbitration (06 / 1996 – 05 / 1999)

08 / 1997 – 05 / 1999 Provincial Registrar: Western Cape Province (Cape Town, South Africa)

06 / 1996 – 07 / 1997 Provincial Registrar: Northern Cape Province (Kimberley, South Africa)

Leadership and general management duties during establishment and start-up phase in order to ensure efficient and effective delivery of industrial relations services to the public. Examples of activities – setting up and maintenance of office systems, strategies, procedures and practices, recruitment, training and supervision of staff, establishing a network of relationships with stakeholders including unions, national and local business and industry, and community organizations, participation in CCMA national senior management committee and task teams which give strategic and operational direction to the organization.

### Coaching

10 / 2005 – current **Solution-Focused Futures** – coaching to individuals and teams – health, welfare, education and business sectors. Solution-focused Brief Approach. Face-to-face and virtual services. Clients include Lufthansa Systems (Hungary), Woolworths, Woolworths Financial Services, Rennie's Distribution, Bidvest, Capital TES, Capacity TES, Price Waterhouse Coopers, Old Mutual, Solutions Academy (Germany), Greymatter & Finch, Direct Axis

01 / 2006 – 12 / 2007 Organisational development and team-building for a special education division involved in transition to a new service delivery model – Sydney, Australia

### Consultancy: Research, Training and Capacity-Building (04 / 1999 – current)

10 / 2011 – 11 / 2012 *JET-DHET Further Education and Training (FET) Sector in Eastern Cape Province Improvement Initiative*. Design and writing of Rapid Assessment Report on status of Student Support Services (SSS) functions in EC FET Colleges. Design and delivery of staff development workshops for improving Student Support Services (SSS).

04 / 1999 to 09 / 2001 *The Transformation of the Further Education and Training (FET) Sector in South Africa*. Multiple contracts for National Business Institute (NBI) / Colleges Collaboration Fund (CCF) as part of a 5-year project. Examples of activities – situational analyses of individual technical colleges, writing of integrated provincial reports, analysis and integration of labour market review reports, presentations to stakeholders, logistics and co-ordination of provincial research team, facilitation of strategic planning workshops, writing of training materials and manuals.

07 / 2002 *Intervening on trafficking and child prostitution*. Editing of a training manual to be used with police and child protection workers. Developed from a published research report. Commissioned by Molo Songololo, NGO in Cape Town, South Africa.

02 – 09 / 2000 *An investigation into the trafficking of children and women for the purposes of sexual and commercial exploitation in South Africa*. Writing support to the research team undertaking qualitative research and editing of reports. Commissioned by Molo Songololo, NGO in Cape Town, South Africa.

10 / 2000 – 08 / 2001 Technical advisor to research project *Behaviour change after CEFE training: some experiences from South Africa*. (CEFE – Competency-based Economies through Formation of Enterprise). Commissioned by Don Shay, Research and Development Manager, Triple Trust Organisation. Funded by GTZ (German Agency for Technical Co-operation).

### **Evaluation Research: data collection, processing, analysis + report writing (South Africa)**

09 / 2002 to 02/2004 *Impact evaluation of the Colleges Collaboration Fund interventions in the Further Education and Training Sector in South Africa*. Multiple contracts for Joint Education Trust (JET). Examples of activities – focus group interviews, individual interviews, writing of institutional evaluation reports, logistics and arrangements.

11 / 2003 – 04 / 2004 *Formative evaluation of the Programme for Perpetrators of Domestic Violence*. Commissioned by National Institute for Crime Prevention and the Re-integration of Offenders (NICRO) National Office.

- 04 / 2003** *Needs analysis and data base compilation of SMMEs (small, medium and micro enterprises) in furniture manufacturing. Commissioned by FIETA (Furniture Industry Education and Training Authority).*
- 05 – 09 / 2002** *Impact evaluation of the Witness Support Services Programme. Project attached to provincial magistrate courts. Commissioned by National Institute for Crime Prevention and the Re-integration of Offenders (NICRO) National Office.*
- 02 – 03 / 2002** *Impact evaluation of the Partnership Training Programme (PTP) – evaluation study in the FET sector on partnerships between technical colleges, business, industry, and community organisations. Commissioned by the Joint Education Trust (JET).*
- 07 / 1999 – 04 / 2000** *Qualitative evaluation of whole school Intervention – commissioned by SCINSET (South Cape In-Service Education and Training) – NGO in George, South Africa*
- 09 / 1999** *Evaluation of service providers with capacity to deliver computer training to adult learners with physical disabilities in the Western Cape and Gauteng provinces, South Africa. Commissioned by Royal Danish Embassy (DANIDA).*

### **Training, Capacity Building, and Materials Development**

- 05 / 2002 - current** **Solution-Focused Brief Approach to Enable Enduring Improvement**  
Design and delivery of introductory and advanced workshops for para-medical, mental health, and healthcare practitioners, educators, workers in non-governmental organizations (NGOs), corporate employees and managers. Companion resource books plus video materials produced. Delivered in South Africa, Singapore, Australia, and Switzerland.
- 01 / 2010 – current** **SolutionSurfers Brief Coaching, Switzerland**  
International Faculty member providing ICF-accredited Coach Training Programme in South Africa and from 2014 in Australia.
- 11 / 2002 – 12 / 2012** **Leadership and Management Education – UCT-GSB**  
*Design and delivery of short courses and workshops for variety of levels of leaders and managers.*  
Topics include adult learning, teams and team leading, interpersonal communication and relating in the workplace, application of systems thinking tools and techniques to problem-solving and designing solutions. Programmes worked on include Executive MBA and other Corporate Learning Programmes Executive Management Education (EME) - New Managers, Programme for Management Development (PMD) and Executive Management Programme (EMP); Tailored programmes - PAN African Network, Woolworths Retail Academy Programme
- 11 / 2002 – current** *External examination of dissertations for Executive MBA programme, UCT GSB*
- 11 / 2002 - current** *Internal examination of position papers, and viva assessments and case interviews conducted together with external examiners from the corporate sector. Topic areas: Creating and Maintaining Customer Value; Globalisation and Entrepreneurship, Systems Thinking, and Adult Learning.*
- 1999 - current** **Leadership and Management Education – UCT Dept of Engineering Management**  
Workshops in adult learning, interpersonal communication, group dynamics and teamwork. Systems thinking, Transactional Analysis, Solution-Focused Brief Therapy. Systemic Leadership Development Programme (SLDP).
- 2001 - 2003** **School-Based Educators + Managers**
- 04 / 2003** *Teams and Team Leading. Capacity building of high school personnel and managers. Commissioned by Herschel Girls School – Senior. Co-facilitated as part of UCT GSB workshop.*
- 05 / 2002** *Designing the Way Forward Together. Whole school development workshop Commissioned by Herschel Girls School - Preparatory.*
- 04 / 2001 – 01 / 2002** *Becoming a researcher: research skills for classroom teachers – 3 resource books. Developing learners’ emotional intelligence and resilience – resource book for educators.*

Materials development commissioned by Fort Hare University, South Africa for the distance education B.Prim Ed programme.

03 / 2001

External examination and feedback to student teachers enrolled for the distance education B. Prim Ed programme – University of Fort Hare, South Africa.

### University of Cape Town, South Africa (1988 – 1996)

01 / 1993 – 06 / 1996 **Senior Lecturer specialising in Educational Psychology and Social Science Research**  
School of Education, University of Cape Town, South Africa

01 / 1988 – 12 / 1992 **Lecturer specialising in Educational Psychology and Social Science Research**  
School of Education, University of Cape Town, South Africa

Co-ordination of M.Ed (Ed Psych) Programme. Teaching and supervision in psychotherapy, psychological assessment, and educational psychology practice.

Co-ordination, teaching of Social Science Research Methods course (Bachelor of Education)

Research supervision and internal examination – masters and doctoral programmes

Teaching on post-graduate diploma courses in primary, secondary and specialized education

Short courses and workshops in Depts of Psychology, Psychiatry, Computer Science, and Engineering Management. Examples of topics – systems thinking, adult learning, transactional analysis, communication and interpersonal skills.

### Primary and specialised education (1979 – 1985) South Africa

01 / 1983 – 12 / 1985 **Teacher psychologist**  
Athlone School Clinic (psychological and educational assessment and intervention centre)

07 / 1982 – 12 / 1982 **Remedial Teacher**  
Athlone School Clinic (psychological and educational assessment and intervention centre)

07 / 1981 – 06 / 1982 **Teacher psychologist**  
Eros School (specialised education school for learners with cerebral palsy)

01 / 1979 – 06 / 1981 **Teacher – grades 1 – 10 (6-18yrs) for mathematics and general science**  
Princess Alice Orthopaedic Hospital School

Teaching, remedial teaching, and teacher psychology work in primary and specialised education settings. Worked with children, their parents/guardians, and teachers in the areas of general education, and learning and physical disabilities.

Multi-disciplinary teamwork approach, multi-cultural and multi-lingual contexts.

### Psychology and Psychotherapy/Counselling Practice (1988 – 02/2004)

1988 – 02/2004 Child and adult individual psychotherapy and counseling; couple, group, and family therapy  
Psychological and educational assessments, intervention planning and counselling  
Training workshops and supervision  
Consultancy services to schools, including whole school development  
Systemic approach psychotherapy, solution-focused brief therapy, and transactional analysis  
Electro-magnetic energy field technique (EMF) qualified practitioner (phases 1-4)  
Report writing; materials development

### **Unpublished Dissertations**

M.Ed (Ed Psych) (1987) *Case Formulation in Family Therapy*. Dissertation focused on comparing and contrasting models of family therapy. Includes a series of worksheets designed to bridge the theory-practice divide for learner therapists, and to facilitate the development of an integrated conceptual and practice approach to working with families.

D.Ed (Ed Psych) (1995) *The Development of Eco-systemic Thinking: an Epistemological Study*. Dissertation focused on developing a coherent conceptual model integrating eco-systemic theory, practice and research with adult learning theories and practices.

**Academic Record / Professional Record Summary**

2014	Marshall Goldsmith Stakeholder Centred Coaching	<b>Certified Executive Coach; Global Leader of the Future assessment certification.</b>
2014	Professional Certified Coach (PCC)	<b>International Coach Federation (ICF)</b>
2009+2014	SolutionCircle Team Coaching	Trainer's Track, Basel Switzerland; Co-facilitator, Cape Town, South Africa
2007-2014	Brief Coaching: PURE, PLUS, PRO	Trainer's Track: Basel, Switzerland
2004-Current	Full registration – Psychologist	NSW Psychologists Registration Board, Australia. Endorsement: Educational and Developmental Psychology
2004-Current	Registration – Graduate member	British Psychological Society (BPS)
2002	Certificate in Solution-Focused Brief Therapy (SFBT)	University of Wisconsin, Milwaukee, USA
1990 - current	Short courses – SFBT	Brief Therapy Practice / BRIEF, London, United Kingdom
1990 - 1996	Short Courses – TA + Gestalt	Prof Diana Shmukler, IATA registered trainer
1995	Doctorate in Educational Psychology	University of Stellenbosch
1988	Professional Registration Psychologist	Health Professions Council of South Africa (HPCSA)
1986 - 1987	M.Ed (Ed Psych)	With distinction. University of Stellenbosch Course work, internship + dissertation
1985	Registration – Psychometrist	Clinical, educational, industrial, research categories
1981 - 1983	BA (Honours)	Psychology. UNISA
1978	HDE (P-G) Primary	University of Cape Town
1975 - 1977	Bachelor of Arts	University of Cape Town. Majors: English, Psychology Minors: Geography, Afrikaans + Nederlands
1974	Cape Senior Certificate	Full matriculation exemption English, Afrikaans, Latin, Mathematics, Physical Science + Chemistry, History

**Recent Positions Held:**

2013-current	Chapter Head: South Africa	Association for Quality Development of Solution Focused Consulting and Training (SFCT)
2013-current	Academic Board Member	South African College of Applied Psychology (SACAP)
2014	Research Task Group Member	European Brief Therapy Association (EBTA)
2012-2013	Structure Task Group Member	European Brief Therapy Association (EBTA)