

Spring-Summer 2011



# news letter

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## Our Contributors:



**EMCC 18<sup>th</sup> Annual  
Conference**

**7-19 November 2011**

**◀ the date in your diary!**

[www.EMCCconference.org](http://www.EMCCconference.org)



## Message from our President

Petr Necas

We have had a very busy time in EMCC since our last newsletter. I am especially proud of the recent launch of our new website (May). If you haven't visited it yet, then please do [www.emccouncil.org](http://www.emccouncil.org). Take a look at the main EMCC pages and then (if your country is affiliated to EMCC) navigate to your country pages to check out EMCC and local news in your language. This is just phase 1 of the new site, phases 2-4 are due for delivery throughout 2011, so look out for even more features and improvements. We're very interested in hearing your feedback and suggestions so do let us know what you think?

It is with regret that in the last few months we said goodbye to two key contributors to EMCC. Firstly, Angelique du Toit stepped down as editor of EMCC's International Journal of Mentoring and Coaching (ejournal). I'd like to thank Angelique for her hard work and contribution, under her editorship the ejournal has gone from strength to strength. The latest (and Angelique's last) edition has just been published. Go to the ejournal section on our website, then log-in to read the ejournal. I am however delighted to announce that we have appointed a new editor – Ines O'Donovan – and I welcome her warmly to the EMCC family, read more about Ines later in this newsletter.

Secondly, Christoph Epprecht stepped down as VP Standards. Christoph has served as a member of the standards team for many years, first as chair of the Standards committee from 2007-2009 then from 2009-2011 as VP Standards. During his time, first as chair then VP, Christoph presided over a growth time in Standards as well as the launch of EIA and EQA across Europe. On behalf of everyone at EMCC I would like to thank him for his hard work and leadership. I am delighted to announce that at the last Council meeting, on 18 June, Gilles Gambade was confirmed as the new VP Standards. He is a very welcome addition not just to the Standards team but also to the Executive Board, you can read more about Gilles later in this newsletter.

Lastly, we have just concluded a very successful meeting of the EMCC Council on 18 June where we focused on the strategy for EMCC for the next 5 years. More details later in this newsletter.

Looking forward, I see that we have our first ever Europe-wide research conference at the University of Twente on 7-8 July. I wish those of you attending an enjoyable and fruitful conference. Unfortunately, I won't be with you at the conference however Lise Lewis, our President Elect, will be there and I know she will welcome you warmly on my behalf. It's not too late to book for the conference if you haven't done so already. I can see from the timetable and session outlines on the conference website [www.EMCCconference.org](http://www.EMCCconference.org) that it is going to be two days packed with exciting contributions from researchers in coaching and mentoring that will make a real contribution to the profession.

Lastly, let me point you to the interesting article from EMCC in the Netherlands (NOBCO) on the process they have gone through to transition their 2,150 members from their existing NOBCO accreditation system to the EMCC EIA system which has created over 1,500 EIA holders from Foundation right through to Master Practitioner in the Netherlands!

So that just leaves me to wish you, your colleagues and families a warm and restful Summer. May you return from your holidays refreshed and recharged, ready to continue making a difference in the world through your coaching and mentoring contribution.

Regards

Petr Necas  
EMCC President  
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## EMCC Executive Board Meeting Review

Irena Sobolewska

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**Since the last newsletter the EMCC Executive board has met 3 times – in France in February, in Netherlands in April and in Spain in June.**

We continue with our pattern of meeting with the EMCC country board the evening before our all-day Executive Board meeting the next day. These country board meetings have proven to be a real success both in terms of building relationships as well as helping the EMCC Executive Board understand the local issues and how EMCC can help.

As a reminder your Executive Board members are:

- ◆ President – Petr Necas
- ◆ VP External Affairs and President Elect – Lise Lewis
- ◆ VP Regulatory Affairs – Gregoire Barrowcliff
- ◆ VP Standards – Gilles Gambade
- ◆ Treasurer – Alexander Vreede
- ◆ General Secretary – Irena Sobolewska

At the last Executive Board meeting in Madrid in June one of the key topics under discussion was the future management of our Accreditation products (currently EIA and EQA but soon to be joined by a supervision accreditation). The board had engaged a Dutch organisation DNV (Det Norske Veritas Certification BV) to produce a report on “How can EMCC organise itself to achieve its mission, objectives and the marketing of its Accreditation products”. DNV presented a useful summary of their research into current practice and future needs around Accreditation which was followed by a lively discussion around strategy, options, funding and resources. We have asked DNV to do some further work including a firm proposal on the organisation, processes and costs around continuing to manage Accreditation in-house versus outsourcing it to a professional organisation.

We also met with the ICF main board: Ed Modell (current President), Janet Harvey (Future President), Giovanna D’Alessio (past President), Gary Boyler (Executive Director) and Magda Mook (Deputy Executive Director). We had a great half day workshop using Constellations methodology facilitated by John Whittington. The focus as always was “co-operation that can strengthen the profession in Europe”.

Our next Executive Board meeting is in September in Sweden where we look forward to meeting the EMCC Sweden board.

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## LinkedIn

We’re proud to announce that as of 27 June, we have 2,566 members on our LinkedIn group. That’s more than 50% of our membership all talking to each other and sharing best practice, experience and good ideas. Interesting recent discussion have included:

- ◆ What questions do you ask a client who’s aware of the causes of his failure but isn’t determined to make resolutions?
- ◆ Why people give up hope? what would you do if this is your client?
- ◆ Procrastination and useful tools or exercises to help people deal with this invidious habit?
- ◆ When working with a client who finds it particularly hard to determine their session goals but who understands their dream/journey goals, what can a coach do to get them focused?
- ◆ How does a coach or mentor know they have had a successful mentoring or coaching exercise. What are the key indicators?
- ◆ How to get coaching referrals
- ◆ Shame in the coaching relationship
- ◆ Insistence, persistence and perseverance. Do they all mean the same?

If any of the above subjects spark interest in you, or you would like to discuss another coaching or mentoring topic, then do please join our group. Just go to [www.linkedin.com](http://www.linkedin.com) and if you aren’t a member then sign up for a LinkedIn account. Once you’re logged into LinkedIn search for our group **European Mentoring and Coaching Council - EMCC** and ask to join.





## New Editor – International Journal of Mentoring and Coaching

Ines O'Donovan  
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Ines O'Donovan is a German national living in France and working cross-Europe. She has a PhD in Leadership & Management Learning (key areas leadership behaviour like Mentoring, employee engagement & well-being) from Lancaster University Management School in the UK; an MBA (focusing on innovation, information technology and entrepreneurship) from the Theseus International Management Institute in Sophia Antipolis, France; a degree in Business Administration (specializing in International Management and Marketing) from Fachhochschule für Technik und Wirtschaft in Berlin, Germany and a degree in Business Communications from Fachschule für Werbung und Gestaltung, Germany

Ines combines academic and practical experience such as conducting research around Mentoring and Coaching, Leadership and engagement with Lancaster University in the UK. She also teaches and supervises MBA candidates on Coaching and Mentoring for Leadership and Management at the London School of Business and Finance in the UK. She has built Mentoring programmes across Europe.

Over the last years Ines has also been chair for the 'Leadership and Leadership Development' track at the yearly Conference of the British Academy of Management (BAM). In this role she has dealt with international submissions each of which was peer-reviewed by 2 to 3 reviewers great experience for her role as EMCCs journal editor.

Another role Ines plays is related to the special interest group 'Leadership and Leadership Development' at BAM, which she has co-created and where she is now responsible for partnerships. In this role she has built up a relationship with the International Leadership Association. Ines sees her ability to create partnerships and to bring together people from all over the world as a valuable tool in leading the further development of EMCCs journal.

On the practitioner side Ines has been involved primarily in the non-profit sector where she has built up and led a Mentoring Programmes Europe. Last but not least, Ines also has a background in Marketing and Business Development which will be very useful for taking the EMCC journal to the next level. She is very passionate about Coaching and Mentoring and is looking forward to the challenge of making a difference to the journal and the growth of EMCC as whole.

We warmly welcome Ines as our new Editor and look forward to her first edition due out at the end of this year.



## Standards Update

By Gilles Gambade  
VP Standards

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The EMCC Standards Committee plays a key role in fulfilling our purpose "to promote good practice ... in coaching & mentoring". I am honored and delighted that the EMMC council offered me the opportunity to continue the work of Christoph Epprecht as VP Standards and to join the great team of volunteers who delivered such valuable work in the last years.

My vision for Standards going forward is to work effectively and transparently with the Standards workgroups and to attract more high caliber volunteers, in order to solidify the quality and appeal of the EMCC offerings, both existing (EIA, EQA)

and developing (Supervision QA). This will not only promote good practice but will also strengthen the EMCC brand, expand our membership and position us as the reference point for coaching & mentoring in Europe and beyond. I strongly believe as well that a critical success factor to achieve that will be to work more closely with country members in order to help them to communicate, promote and implement effectively our accreditation offerings.

A few words about me: a French man living in Greece for the past 25 years, I work with leaders and senior management teams all over the EMEA region as a business mentor for strategy implementation and as an executive and team coach. Before starting my own business 3 years ago in mentoring and coaching, I was the director of business development for a leading international consulting firm for 11 years. In parallel to my EMCC Board role, I am the VP Marketing & Communications of the Hellenic Coaching Association (EMCC in Greece).

## Council Update

**On June 18th, the EMCC Council held a key meeting with the aim of agreeing the future purpose, vision and key strategy objectives for EMCC (2012-2017).**

The all-day meeting was a lively, intense and fun day that achieved its aim. The output from the Council together with previous feedback received from each affiliated country is now being fed in to a wider strategy plan that will include action plans for the 4 key strategic objectives that were agreed.

The next draft of the strategy is now being prepared by the Executive Board and will include the purpose, vision and strategic objectives as agreed by the Council as well as actions, goals, Executive Board structure and role, and budget recommendations.

The next draft will be with countries for review by mid-September. Comments are due back to the Executive Board by mid-October.

Our aim is to have the 2012-2017 strategy ready to be signed off at the next Council meeting on 16 November 2011 in Paris. The strategy will then be presented to members at the General Assembly which is held during the Annual Conference (17-19 November in Paris).



As a reminder, the Council is made up of one delegate from each affiliated country (except for those countries that have 300+ members who have two delegates). The June Council meeting was attended by:

- ♦ Czech Republic – Roman Chudoba
- ♦ Finland – Satu Ahopelto
- ♦ France – Michel Moral
- ♦ France – Monika Verhulst
- ♦ Germany – Peter van Eyk
- ♦ Greece – Alexandra Eleftheriou
- ♦ Hungary – Terezia Koczka
- ♦ Ireland – Paula King
- ♦ Luxembourg – Marie-Brigitte Bissen
- ♦ Netherlands – Margreet Steenbrink
- ♦ Poland – Olga Sztaberska
- ♦ Spain – Javier Criado-Nesofsky
- ♦ Sweden –Hannie Lundgren
- ♦ Switzerland – Christoph Epprecht
- ♦ Turkey – Riza Kadilar
- ♦ UK – Jan Bowen-Nielsen
- ♦ UK – John Leary-Joyce
- ♦ President – Petr Necas
- ♦ VP External Relations – Lise Lewis
- ♦ VP Regulatory Affairs – Gregoire Barrowcliff
- ♦ VP Standards – Gilles Gambade
- ♦ Treasurer – Alexander Vreede
- ♦ General Secretary – Irena Sobolewska
- ♦ Special Ambassador – David Clutterbuck

Not in attendance were:

- ♦ Belgium – Nathalie Alsteen
- ♦ Denmark – Mette Mejhede
- ♦ Serbia – Sladja Milosevic
- ♦ Spain – Manuel Seijo
- ♦ Ukraine – Marina Taran
- ♦ Special Ambassador – David Megginson

Our thanks go to EMCC Spain for helping us to organise the Council meeting in Madrid especially Javier Criado-Nesofsky and Pilar Lorenzo.



## Research Conference Update

EMCC's first ever Europe-wide research conference in coaching and mentoring is taking

place at the University of Twente in the Netherlands from 7-8 July 2011. It's not too late to book a place, just go to [www.EMCCconference.org](http://www.EMCCconference.org), and if you're an EMCC member you can still get a great membership discount on your conference place.

We have 2 exciting keynotes. On day two Dr Erik de Haan & Christiane Niess are speaking on "Critical Moments in Coaching Conversations".



On day one we have a last minute change to the scheduled speaker. Unfortunately Professor Bob Garvey is unwell and will not be able to join us. Instead David Megginson, Emeritus Professor at Sheffield Hallam University in the UK (Coaching and Mentoring Research Unit) and EMCC Ambassador, will introduce some thoughts about the differing traditions of research in mentoring and coaching. He will invite the conference to consider whether these distinctions are being reinforced or eroded, and how. There will be an opportunity to reflect on how everyone's own research interests relate to these traditions, and to speculate about desirable futures for the practice of research in coaching and mentoring.

Apart from the two keynotes delegates can choose from the sessions with as wide ranging subject matter as:

- ◆ Multicultural e-Mentoring Supporting Female University Managers' Leadership Development
- ◆ What are the Desired Archetypes of Coaching With Whiplash Clients?
- ◆ The Confidence Loop: How Do New Leaders Develop Confidence and What is the Place of the Coach?
- ◆ Identifying the Words, Terms, and Phrases Used by External Executive Coaches to Define Their Style and Developing a Model for Describing Styles Used by Executive Coaches
- ◆ What is the Lived Experience of Coaches as They Research Their Practice for the First Time?
- ◆ Is it Preferable, Even Necessary, For a Coach to Have an Understanding of the Worldview of a Client From a Different Cultural Background?
- ◆ What are the Factors Supporting and/or Retraining Trainee Coaches in Their Personal and Professional Growth as Coaches?
- ◆ A Phenomenological Exploration of Executive Coaching as an Experiential Learning Process Within the Context of the Integrated Experiential Coaching Model
- ◆ Out of Your Comfort Zone? Reflections of a Deaf Coach/Mentor on Coaching and Mentoring People with Disabilities
- ◆ What Impact do Developing Coaches Experience as a Result of Engaging in Reflective Practice During a Coach Development Programme?
- ◆ What Goes On in Coaching Supervision to the End of Enhancing the Coaching Profession?
- ◆ Is it Possible to Measure the Capability of a Team to Succeed in a Change From a Stable State to a Very Different Stable State?
- ◆ What Impact Does Executive Coaching Have on Leader Development in a Global Technology Company When Conducted as a Cohort Initiative?
- ◆ Exploring the Phenomena Occurring During Feedback Intended to Improve Client Performance
- ◆ Exploring the Unique Fundamentals of Web-based Coaching (WBC) by Email
- ◆ Self-care as a Coach: It's Practical Development

All this and the chance to network with speakers and delegates from Australia, Czech Republic, Finland, France, Germany, Indonesia, Netherlands, South Africa, Sweden, Switzerland, Turkey, United Kingdom and the USA. It's going to be an exciting and rich environment for anyone who wants to add rigour and research to their coaching and mentoring practice.



## EIA news from the Netherlands

By Charlotte van den Wall Bake

On 17 January 2011, the birthday of the NOBCO (EMCC in the Netherlands) we switched from our former accreditation system (called RBS) to the EMCC EIA.

Since we already had an accreditation system pre EIA, we had the challenge of transferring the NOBCO RBS accreditations RBS into EIA. It was a huge transition!

Under the RBS system we had three levels: Aspirant, Associate and Registered Coach. We worked with the EMCC to match the RBS levels to the EIA ones as follows:

- ◆ Aspirant Coaches had never had to prove their capability as a coach and had not been assessed so they became pre EIA
- ◆ Associate Coaches were found to equal the EIA Foundation level and so were automatically awarded the EIA Foundation. They were also given the opportunity to undergo a special process which would upgrade them to Practitioner Coach
- ◆ Registered Coaches were found to equal the EIA Senior Practitioner level and so were automatically the EIA Senior Practitioner. They too were also given the opportunity to undergo a process which would upgrade them to Master Practitioner Coach.

A lot of work needed to be done to agree the equivalence between the two systems, design a process for the upgrades and then to inform all NOBCO members of what was happening which we did via letters, email newflashes, Internet, EIA bulletins, etc.

A team of experienced NOBCO assessors was formed to assess the portfolios of all the upgrade requests.

On 15 July the transition phase will be completed.

Since May, we have also been putting a lot of effort into reducing our waiting list for non-transition EIA applications. We have received our first non-transition EIA applications and are about to begin assessing them.

On our total EMCC NL/NOBCO membership population (about 2,150) we have:

- ◆ Nearly 600 pre EIA coaches
- ◆ About 1,100 EIA Foundation Coaches
- ◆ About 100 EIA Practitioner Coaches
- ◆ About 300 EIA Senior Practitioner Coaches
- ◆ We also have 26 EIA Master Coaches, but I'm sure this amount will increase after we have completed assessing the last request for an upgrade from the transition phase.

## 18th Annual Coaching and Mentoring Conference, Paris

**Our 18th Annual conference is gathering real shape. It takes place in Paris from 17-19 November 2011.**

We have confirmed two out of our three keynote speakers. The first is Peter Hawkins who will be speaking on Leadership Team Coaching. The second are Marielle Bézy and John Leary-Joyce on Leadership and Followership. Apart from that there's an exciting array of 45 sessions to choose from with subjects as diverse as:

- ◆ The Heroes Journey in Coaching
- ◆ The 'S' Factor - Exploring the Spiritual Dimension of our Work
- ◆ Coaching and Mentoring and the Law of Intimacy
- ◆ Who Develops You? Demonstrating A Collaborative Approach to Group Supervision, Coaching with Less Questions?
- ◆ Coaching - Is It Rocket Science Or Not? "How NASA Builds Teams" - the Science, Coaching and Practice.

More details are available on these and all the other sessions on our conference website which is constantly being updated.

Apart from the serious business of learning and sharing best practice, there are also great opportunities to network with already over 16 different nationalities registered to attend. And of course, don't forget the French culture! Our hosts – EMCC France – are planning an exciting French night out for the conference dinner. So if you haven't booked your place already then do so on-line at [www.EMCCconference.org](http://www.EMCCconference.org).

