

June 2010

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Our Contributors:



**EMCC 17th Annual
Conference**

18-20 November 2010

Mark the date in your diary!

www.emccconference.org



Have your details changed?

You can update your address, email, phone number etc on the emcc website.

Visit www.emccouncil.org and click on 'member Login'



Message from our President
Petr Necas

Dear coaching and mentoring colleagues

It was a delight to meet up with the EMCC Council on June 19th in Paris. The Council consists of one delegate from each EMCC Country (in most cases the President). Any Country that has more than 300 members also has a second delegate. With now 20 countries (see later in the newsletter about the new countries that have joined) and 4 of these having more than 300 members, the Council is growing. We meet twice a year. The mid-year meeting is a review of how things are going against plan and to discuss issues facing EMCC and countries in general. The end of year Council meeting is a review of the visions and strategy to make sure we are still heading in the right direction. The strategy is then implemented on a day to day basis by EMCC's Executive Board. A full list of Council and Executive Board members can be viewed on our website www.emccouncil.org.

The next Council meeting is on 17 November 2010 in Dublin. If there is anything in particular that you think EMCC should be reflecting on and considering as we review the vision and strategy then please let your Country delegate know. If you are not a member in a country where an EMCC currently exists then you come under the central EMCC membership and can contact our General Secretary.

Another key item of discussion at the last Council meeting was the fact that I am nearing the end of my 2nd year as EMCC President (yes – time has really flown!). In November we will be announcing a new President Elect who will serve alongside me during my final 3rd year as President. This person will take over as President in November 2011. We have several nominations for the Presidency and the Council delegates will be voting for the new President early September. If you want any more details then once again please contact your Country delegate or the General Secretary.

Finally, as we all start to wind down for the summer holidays I just wanted to put in a special word for our Conference which this year is being held in Dublin from 18-20 November 2010. It promises to be a very special event and I look forward to seeing many of you there. If you haven't done so yet, have a look at the new Conference website www.emccconference.org. And let me let you into a little secret, if you like the design (which I think is fresh and modern) then you'll soon see it reflected on the main EMCC website www.emccouncil.org as we are in the process of updating that as well.

Regards

Petr Necas
EMCC President
[EMCC.President\(at\)emccouncil.org](mailto:EMCC.President(at)emccouncil.org)



Lise Lewis
VP External Relations

[EMCC.VP.ExternalRelations\(at\)emccouncil.org](mailto:EMCC.VP.ExternalRelations(at)emccouncil.org)

Membership of EMCC continues to GROW!

Alexandra Eleftheriou, Gilles Gambade (Greece) and Petr Necas (EMCC President) signing the EMCC affiliation agreement.



WELCOME EMCC GREECE!

We now have 20 member countries with GREECE being out latest affiliation. We were delighted to welcome Alexandra Eleftheriou and Gilles Gambade, founder members of EMCC Greece, to the Council Meeting held in Paris on 19 June.

Discussions continue with Croatia, Israel, Italy, Portugal, Rumania, Russia, Ukraine, and San Diego in USA!

If you have contact details in countries not yet affiliated to EMCC contact Lise Lewis – [EMCC.VP.ExternalRelations\(at\)emccouncil.org](mailto:EMCC.VP.ExternalRelations(at)emccouncil.org)



EMCC 17th Annual Coaching and Mentoring Conference

Irena Sobolewska

EMCC.GeneralSecretary@emccouncil.org



I am very excited by all the preparations for the 2010 EMCC conference. This will be EMCC's 17th Annual Coaching and Mentoring Conference

and this year (in case you haven't heard!) it's in Dublin Ireland from 18 – 20 November.

Our first keynote speaker is now confirmed and we will soon be able to give you details of the other two keynotes. To find out more about them and other speakers, as well as for details on the timetable, the venue, sponsors and much much more, go to our special conference website www.emccconference.org

I look forward to seeing many of you at the conference and if you have any questions then please don't hesitate to contact me.

EMCC 1st European wide Coaching and Mentoring Research Conference

At the same time I have also been working with some of our academic members to set up the first ever Europe wide Coaching and Mentoring Research Conference.

We are currently waiting on venue confirmation and are hoping the dates will be **7th and 8th July 2011**. So pencil these dates out in your diary now and look out for more information coming soon.

EQA/EIA Update

by Lise Lewis

EMCC.EQA@emccouncil.org

EMCC.EIA@emccouncil.org

We are delighted to welcome Sladja Milosevic, President of Serbia, as the EMCC EQA/EIA Manager who takes up this role from 1 July – well done Sladja!

We now have 36 organisations with EQA awards for a total of 58 programmes representing all levels at Foundation, Practitioner, Senior Practitioner and Master Practitioner.

For EIA, 12 people are accredited at Master Practitioner level, 11 at Senior and 1 at Practitioner making a total of 24 for the UK. We are anticipating an increase in these numbers as the EIA is becoming available across the rest of Europe.

For more information on both the EQA and EIA contact EMCC.EQA@emccouncil.org and EMCC.EIA@emccouncil.org for mainland Europe and uk.eqa@emccouncil.org or uk.eia@emccouncil.org for the UK. There are full details on both the EQA and EIA on www.emccaccreditation.org



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EMCC is on Facebook

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The EMCC Quality Assurance Process

Christoph Epprecht
VP Standards

[EMCC.VP.Standards\(at\)emccouncil.org](mailto:EMCC.VP.Standards(at)emccouncil.org)

The role of standards is to

- ◆ Assure quality and consistency across Europe by setting uniform specifications
 - ◆ Define coaching and mentoring
 - ◆ Facilitate transition between accreditation schemes of other bodies
- Provide evidence on mentoring and coaching

The mission of standards is to ensure consistency of EMCC products/processes in Europe by

- ◆ Setting uniform specifications
- ◆ Setting policy how specifications are best applied in the EMCC countries
- ◆ Auditing compliance with set policy in EMCC countries

Today, the immediate focus of the work at EMCC Standards is to warrant the consistent deployment of products and processes by setting / applying uniform specifications.

The priorities of EMCC Standards are to maintain and develop

- ◆ EQA European Quality Award
- ◆ EIA European Individual Accreditation
- ◆ ASS Assessor development
- ◆ CFW/CI's Competence Framework/Capability Indicators with reference to four levels
- ◆ ESA European Supervision Award
- ◆ Internal Coaching for companies / organisations

Immediate goals are to

- ◆ Provide technical (quality-related) support to affiliates in the roll-out of EQA/EIA from a Standards perspective within the priorities defined
- ◆ Provide technical (quality-related) support to EQA holders
- ◆ Organize work at Standards

Examples of issues / questions that have to be looked at and resolved are:

- ◆ EQA European Quality Award:
- ◆ Issues relating to EQA development with the need to formulate standards policy:

- ◆ When is a programme coaching and not coaching?
- ◆ When is a programme a resubmission or a new assessment?
- ◆ What are the expectations for annual review and 5 years reassessment? What are the re-assessment timescales? Advise EQA renewal process for EQA Holders.
- ◆ What is the identical understanding of 'affiliation' from a standards perspective?
- ◆ Accredited Prior Experiential Learning (APEL)

EIA European Individual Accreditation:

Issues relating to EQA development with the need to formulate standards policy

- ◆ Agree EIA renewal criteria
- ◆ Agree EIA appeals process

EMCC Standards: A European community of practice

Our project groups, expected to resolve standard-related issues, are in the forming. At the moment there are some 20 volunteers from eight countries ready to commit a portion of their time, willing to contribute by their professional competency to the high quality level of EMCC's products and processes.

More volunteers are welcome.

If you are interested to volunteer in one or several of the project teams or sub-groups, please contact Christoph Epprecht, VP Standards at [EMCC.VP.Standards\(at\)emccouncil.org](mailto:EMCC.VP.Standards(at)emccouncil.org)

Don't forget
EMCC is on LinkedIn.!

[Click here to join us there](#)



EQA/EIA Assessor Training Update

by Lise Lewis

[EMCC.EQA\(at\)emccouncil.org](mailto:EMCC.EQA(at)emccouncil.org)

[EMCC.EIA\(at\)emccouncil.org](mailto:EMCC.EIA(at)emccouncil.org)



Training of new assessors completed with a 3-day programme held in Luxemburg from 29 June – 1 July. This

training due to run in April was a 'victim of the ash'. Many thanks go to Marie-Brigitte Bissen President of Luxemburg for organising the first event and then reorganising the second!

With everyone completing the full training, we now have 60 trained assessors across Europe in Czech Republic, Denmark, France, Germany, Hungary, Ireland, Netherlands, Portugal, Serbia, Spain, Sweden, Switzerland and the United Kingdom. Applications for EQA and EIA assessments are now available in France, Germany, Sweden, Switzerland and the UK. Members in other countries can apply to central EMCC to EQA and EIA.

'There can't be this much paperwork!' - UK Training January 2010



'Enjoying a fondue time courtesy of EMCC Switzerland!' – Zurich Training February 2010



'A collection of trainee assessors!' – Amsterdam training March 2010



'It's not all hard work! – courtesy of EMCC Denmark – Copenhagen Training May 2010



Web update
by Ruud de Sera
VP Communications

[EMCC.VP.Communication\(at\)emccouncil.org](mailto:EMCC.VP.Communication(at)emccouncil.org)

The make-over of our website is progressing according to plan and a live 'dummy version' was presented during the Council meeting in Paris the other day.

On July 1 the site will be made available to those responsible for the maintenance of the EMCC website in your country. (web admins) They will be able to add and update content, fill out the local calendar of events and start getting used to the new Content Management System.

The next date to keep in mind is August 1 when the new site is planned to go 'public'. For some countries the site will show a standard English version until we have received the requested

localized (translated) information. From that date we start evaluating the functionality of the site.

On-line membership registration for example will be added successively over the forthcoming months a procedure we expect to last until the end of the year.

As we have an affiliated structure of EMCC each country is a separate legal entity. For this reason the payment system needs to be set up locally and then be integrated in the website. Also the membership variables and fee structure are different for each country. The complexity of the procedure and the programming of this feature will take considerable time and we count on your understanding during the initial period.

Announcements regarding developments and new features to the website will be made ahead in the newsletter, the website and on twitter, facebook and LinkedIn.



Communications

by Ruud de Sera
VP Communications

[EMCC.VP.Communication\(at\)emccouncil.org](mailto:EMCC.VP.Communication(at)emccouncil.org)

EMCC is communicating with you through a variety of media including facebook, twitter and LinkedIn.

All of these channels have a slightly different approach and function and sometimes need action from your side. You can choose to be a part of it and receive continuous information automatically, or you can choose to look up information about us on these channels by yourself. They are perfect for sudden announcements, or sharing information on interesting articles, books or activities concerning coaching and mentoring. You can alert your colleagues and friends about a local EMCC happening. At the same time the information is public and reaches a general audience thus spreading knowledge about EMCC. its aim and its activities.

With the introduction of our conference website (www.emccconference.org) in March we started to integrate these so called 'social media' on our websites. Also the redesigned emccouncil.org website will include these media. Simple buttons will take you directly to each of the EMCC registered information channels.

As these channels are free of charge and reach all over the world they prove to be valuable additions to our communication with our membership and those interested in coaching and mentoring. Give it a try and register!



Follow the President's Blog

Visit:

www.emccpresident.wordpress.com



Belgium

By Natalie Alsteen

[BE.President\(at\)emccouncil.org](mailto:BE.President(at)emccouncil.org)

News from EMCC Belgium

The Annual General assembly of the ECA-EMCC Belgium took place on Thursday, June 24, 2010.



It was an opportunity to elect the new board of directors

for a term of 2 years. Nathalie Alsteen was re-elected as President, Marie-Paule Dehou as Vice-President, Patrice H-Guénard as treasurer and Brigitte Andre as secretary.



Finland

By Tuula Lillia

[FI.President\(at\)emccouncil.org](mailto:FI.President(at)emccouncil.org)

EMCC Finland's third Annual Meeting was held on 16th March 2010 in Helsinki. The Board was completed during the meeting by filling the positions that had, due to work reasons, been left vacant.

Tuula Lillia will continue as the Chairperson of the Board and *Satu Ahopelto* as its Vice-Chairperson (Website).

Other members:

- ◆ *Tuulikki Juusela* (International Affairs)
- ◆ *Irja Leppisaari* (Academic networking)
- ◆ *Tiina Rautkorpi* (Media relations)

Deputy members:

- ◆ *Marja Malmstedt*, Secretary (Website)
- ◆ *Hannele Torvinen*, Treasurer
- ◆ *Päivi Immonen* (Member Recruitment)
- ◆ *Ullamaija Kauppinen* (Member Administration)
- ◆ *Riitta Korpela* (Development company network)

Social influencing was highlighted in the Association's action plan. From the Finnish societal point of view, the focus continues to be on mentoring, although some of the members of the Association have also acquired a coaching certificate. The Association arranged its third Membership Forum during which the members were divided into two work groups, the one concentrating on developing the quality of coaching and mentoring and the other on building networks.

Ms. Tuulikki Juusela, the mentoring grandma from the North and the Finnish nominee for the next EMCC Presidency

I take the opportunity to wish you all a sunny and relaxing summer

Tuula Lillia
President, EMCC FI



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Luxembourg

By Marie-Brigitte Bissen
[LU.President\(at\)emccouncil.org](mailto:LU.President(at)emccouncil.org)



"Information & Networking Breakfast" – May 20th 2010

With 15 participants, our last Breakfast was the opportunity for all participants to network while getting some information about our association.

The definitions of "life coaching" and "executive coaching" resulting from the co-operation among members have been distributed, together with the article about supervision/intervision groups in Luxembourg. The "positive insights" cards have given everyone the chance to reveal and share their present reality/challenges.

Volunteer Coaching

We are pleased to announce that, as a "soft launch", three coachees from the "Masters in Multi-Learn" of the University of Luxembourg have started their "volunteer coaching" sessions this month.

Asst -Professor Gudrun Ziegler will advertise for preparing the "2nd round" to start with 5 more students after the summer. The accredited coaches of EMCC Luxembourg have all committed to contribute to this initiative.

Next event EMCC Luxembourg

On December 1st 2010 in the evening, EMCC Luxembourg, in cooperation with the American Chamber of Commerce, will organize an "awakening" event for its members.

We promise it will be something...very different !

Cooperation EMCC/ICF Luxembourg

The Board of EMCC Luxembourg is happy to announce that a taskforce has been set up including ICF and EMCC members to organize a conference early 2011 in Luxembourg.



The Netherlands

By Alexander Vreede
[NL.President\(at\)emccouncil.org](mailto:NL.President(at)emccouncil.org)



At our last board meeting in June we said good bye to our board member Lidwien Kamp who served on the board for over 4 years, managing our registration system and the first steps of the transition to EIA. Her successor is Charlotte van den Wall Bake, a familiar face for those who open the EMCC Conference website www.emccconference.org (Charlotte is on the left in the top left picture).

As already mentioned in the previous Newsletter the focus of our attention this year is to introduce EIA and EQA in the Netherlands. EIA replaces NOBCO's own registration system that has been operational since 2003 and under which almost 300 coaches have been registered and registered.

Introducing EIA in the first place involves the transition of all our present Registered and Associate coaches to EIA levels. This is a quite intensive operation involving probably more than 1,800 coaches! Regular (new) applications for EIA can be sent in from October onwards.

The introduction of EIA & EQA means that all official documents are now being translated into Dutch, keeping as close as possible to the original English wording and meaning but also writing this down in proper and understandable Dutch. On this Dutch assessor Margreet Rierink is doing a great job, that has turned out to be not as easy as we thought it would be.



Ahead of the introduction of EQA, 25 applicant training organisations have – as a first stage – contracted NOBCO / EMCC-NL to assess the accuracy of the information they supply to coaches on our website. At the moment that I am writing this five organisations have already passed this test.

Parallel to this we will run three pilot EQA application procedures. These pilots will be done (in English) by two Dutch trainee assessors under the supervision of assessor trainer and EMCC Vice-President Lise Lewis.

On June 25th we invited our registered coaches for a 'Verdiepingsdag' (Dutch for: a day to deepen / enhance knowledge and insights) about professional coaching concentrating on ethical issues and executive coaching. The meeting was a great success: more than 100 registered coaches – in the near future EIA senior (or master) practitioners – wished to attend. We had to change venues and still had a waiting list as the meeting facilities were limited!

Last but by no means least our board member Alexander Waringa has in the last months done a great job creating, introducing and continuously updating our new NOBCO website that went live at the end of June. For the lay out of this website we have combined the colours of the NOBCO and EMCC logos. The website marks NOBCO's four roles as a) the professional body for coaching in the Netherlands, b) accrediting institute for coaches (EIA) and c) coach training programs (EQA) and d) as center of knowledge and information about coaching in the Netherlands. Fulfilling these roles is our ambitions for the next years!

Part of the new website is the integration of EIA in NOBCO's member database and outside communications. For this purpose we have modernised the NOBCO logo which we now consistently use side by side with the EMCC logo. In the new NOBCO logo 4 stars mark the role of NOBCO / EMCC-NL as accrediting institution awarding 4 EIA and EQA levels.

Even if you are not able to understand Dutch it is worth while to visit www.nobco.nl. Have a look and be impressed!

And if you do understand Dutch you may want to visit our Annual NOBCO Conference on "New Trends and Developments in Coaching" on



September 16th. Our website will give you all the information you may need. And you can simply book on line!



Serbia

By Tamara Živadinović
EMCC Serbia General Secretary

Slađana Milošević
EMCC Serbia Country Delegate

EMCC Serbia is still under the process of formal registration which started at the beginning of 2009.

- ◆ Presentation of EIA and EQA, Skype meeting, March 6th, 1pm (3 confirmed guests)



- ◆ Presentation of EIA and EQA in Belgrade, March 31st 2010 (4 people attended)



- ◆ Presentation of EIA and EQA in Kragujevac, April 7th 2010 (11 people attended)



- ◆ Presentation of EIA and EQA in Niš, May 11th 2010 (7 people attended)

Presentation delivered by EMCC trained assessor Slađana Milošević, for the first time outside of Belgrade and with no additional cost to EMCC Serbia (our members from Kragujevac and Niš enabled us space for free).

EMCC Serbia Facebook group has 123 members from Serbia and neighboring countries where people can understand each other languages. At LinkedIn we have 69 members (10% more than in last quarter).

Each week there is info about conference, article, accreditation or research results at those groups.

EMCC Serbia country delegate will participate at EMCC Council Meeting in Paris, June 19th 2010.

In September 2010 we will have a lecturer from abroad speaking to EMCC Serbia members about mentoring programs.



Sweden

By Tommy Braathen
SE.President@emccouncil.org

A snapshot from EMCC Sweden

The 25th of June is midsummer's day in Sweden when we celebrate the start of summer and



consequently, almost everybody takes their summer holidays from this point. Sweden literary turns from a workplace to a holiday camp, until mid of August.

But we have made our preparations for the coming autumn:

We have formed our vision for the coming years called the **EMCC Sverige vision 2014**.

We begin with a brief market analysis and a review on our affiliation contract. After thorough discussions in the SE board, and freshly communicated with the members, we ended up with two strategies or traits that help us towards the vision of *EMCC SE being the **standard setter within quality and development for coaching and mentoring**, and the natural meeting place for Swedish users, buyers, researchers etc.*

- ◆ Trait 1: Secure standard of coaching and mentoring
- ◆ Trait 2: Take a lead in the branding of coaching and mentoring

Under each trait we then formed goals and activities in true EMCC spirit!



This document is called "the Koarp document" named after the farm in south of Sweden

where we finalised our document, hosted by the Hindrik Öunpuu family, member of the SE board.

It is much more to say about the vision document and the work behind it, for instance how to balance our aim of inclusiveness with EIA promotion but it has to be left for another time.

So for now,
Best midsummer wishes
Tommy Braathen



UK

By Diane Newell
UK.MD@emccouncil.org

It was a busy second quarter for EMCC UK with the 4th Annual EMCC UK Coaching and Mentoring Conference taking place on 5th - 7th May.

Our new-look three day EMCC UK Conference was bursting with great ideas and phenomenal variety, with interactive workshops and demonstrations, six MasterClasses and included keynote

Speakers: Bill Lucas, Bob Garvey, Linbert Spencer, John Blakey, David Megginson, Myles Downey, Jessica Price-Jones and Clive Wilson.

It was packed with 'firsts' - the first to be held in London and the first to be staged over three days. Both of these firsts were aimed at enabling more members to attend, for one two or three days, and to provide more variety, themed, so that you could choose the best options to suit your interests from more than 40 workshops, demonstrations and debates.

It was the first Conference to include a Conference Charity Dinner, which was successfully held on the second evening and dedicated to the Mowgli Foundation.

Another first was the Conference Networking event,



held on the evening of the first day, which brought together a range of talented people, and provided them with connections, networking tips, inspirational ideas, information and advice about collaborative working and lots of great conversations.

The Conference also launched our first EMCC Research Day, on Friday May 7th, which included an invitation to anyone undertaking or having completed field research to present their findings. This will help the shape and design of the first EMCC European Research Conference planned for July 2011.

As mentioned, this was also the first Conference to have themed days. The aim here was to satisfy the life of coaching and mentoring from beginning to end. The themes for the three days were:

- ◆ Practice of coaching and mentoring
- ◆ Application of coaching and mentoring and
- ◆ Research, Learning and New Ideas

An additional theme was the building of a coaching practice - allowing members to step into the business of coaching and mentoring for a moment to understand the steps they need to focus on for the development of their businesses.

Overall the level of interaction and debate was very high quality. Here's some of the feedback we received:

“For me a very stimulating and enjoyable two days: thanks and congratulations to organizers. High quality of speakers and good range of topics. Real dialogue and collaboration to develop coaching”.

“Value for members for 2-3 days very good”.

“Well paced and well packed. Great choice of workshops. Good atmosphere - I wondered if because all were coaches this made the conference more upbeat, all embracing, compared with other conferences where more cynicism can be in evidence”

There were a number of clients attending and this is an area we will encourage for the next UK Conference in 2011 to help grow the level of interaction. The feedback from them was that it was a great opportunity to put the immediate issues of the day behind them for a while and to think about the wider ranging issues of learning and development.

Chris Roberts, UK Director Conference & Events thanks the team for a magnificent job up to and during the conference – *“we made some significant changes and that always creates challenges. It shows the ability of the EMCC to step up to the task and focus on a great outcome for members”.*

We have already started our planning for the next UK Conference in 2011. We hope you will join us!

