

Winter 2011



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EMCC Executive Board



## Calling All Volunteers

### Your EMCC needs you!

We will shortly be mailing all of you with more details of the types of volunteer opportunities available.

We are aiming to give as much detail as possible as to what exactly we are asking people to do, how much of your time we are asking for and what you will get out of it in return.

**So keep an eye out for the mailing and think about how you can help EMCC as well as make a contribution to the profession.**



## Message from our President

Lise Lewis

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

Dear colleagues

This is our first newsletter of 2012 so let me open by wishing everyone happiness and a successful year ahead for all your personal ambitions.

For EMCC, our ambitions right now focus largely on our future direction. At our Executive Board meeting on 2 February we finalised the key tasks for each board member so they align with the leadership roles necessary to deliver our Strategy Plan. We will share the role profiles with you as soon as they are finalised. In this way, we feel we are responding to feedback on a wish for points of contact for decision making as well as building a more professional infrastructure.

From working on the strategic direction for EMCC and composition of the Executive Board, the idea has emerged to appoint a VP of Research. This role is considered essential if we are to maintain and grow our reputation for thought leadership and raising standards in coaching and mentoring. We will be advertising for this role from within our membership in the near future.

The next step in the realisation of the Strategy Plan is to actively engage as many of you as possible in its delivery and in the spirit of cooperation across EMCC and communication between our affiliated members. Each objective in the Strategy Plan will be underpinned by action plans and measures of success. We will be encouraging volunteers to provide the valuable resources to work with us on the planning and delivery of the action plans.

The final printed version of the Strategy Plan will also be made available to you all – both as a pdf download or as in hard copy if you prefer. As you read it, I encourage you to consider what attracts you in relation to how you'd like to make a contribution to the work of developing the EMCC. It's our organisation and everyone's efforts are valued and important.

To update you on the activities for the President focus shared at the Paris conference in November, the Dialogue Network I proposed is already progressing with our first discussion in February between EMCC, ICF and AC; with others expressing interest in joining. We will be setting our parameters for future meetings and membership of the Network. This is an exciting development in encouraging cooperation between the professional bodies and updates on developments will be shared in future newsletters. Let me know if you have ideas on areas for cooperation to help in our endeavours to professionalise mentoring and coaching.

Highlights of this newsletter include:

- News on how you can help EMCC commemorate International Coaching Week (5-11 February) and win a free place at one of our 2012 conferences at the same time!
- An update on Standards; specifically the simplification of EIA, the renewal of accreditation for EQA holders, progress on the new quality award process for Supervision training programmes and the appointment of Cara Crisler our new EMCC Accreditation Manager – we're delighted to have Cara as part of the Standards team
- Details of the EMCC Conference to be held in Bilbao, Spain in November this year. Arrangements are going well with the support of Manuel Seijo President of EMCC Spain
- Details of the EMCC Research Conference to be held at Sheffield Hallam University in the UK in July
- And, of course, there's the important financial information update.

I would like to take this opportunity to express sincere thanks to Francois Spicq for his valued leadership of EMCC France. Francois leaves as President and we fully appreciate his efforts during his time in this role. We are delighted to welcome Thierry Gaches as the new incoming President of EMCC France and look forward to hearing more on their country event of 21 January.

Another change in Presidency is Alexander Vreede leaving EMCC Netherlands. Recognition of Alexander's achievements as President were celebrated at a farewell event on Monday 16 February. About 200 people attended to express appreciation and wish him success in his future ventures. We are, of course, looking forward to extra activity in his EMCC Treasurer role now that he has so much more time available! A warm welcome is extended to his successor as EMCC Netherlands President - Rob Huizing.

In December 2011 the Executive Board had a great meeting with the EMCC Denmark Board. We were very inspired to hear the strategic plans of the board led by Carsten Agerlin the incoming President of Denmark and reassured that we're all working with a common interest for EMCC. A warm welcome to Carsten and to all the new board members in Denmark.

Finally, on behalf of the Executive Board, may I encourage you to let us have your views, let us know how we can support you and keep the communication flowing between us.

Very best wishes from Lise Lewis

EMCC President

## International Coaching Week 2012

International Coaching Week is a week-long global celebration of the coaching profession held annually, during the first full week in February. In 2012 it occurs from 5-11 February. First held in 1999 it is a designated time each year for coaches to make a contribution to the coaching profession and also an opportunity to communicate the value of working with a professional coach and help everyone better understand what coaching is all about.

There are many ways that you can contribute to International Coaching Week and we've listed some ideas [here](#).

**This year EMCC is celebrating International Coaching Week by offering a prize of free attendance at one of EMCC's 2012 conferences** [www.EMCCconference.org](http://www.EMCCconference.org) (closing date for applications for this prize is 13th February 2012).

A special panel made up of a group of selected EMCC country Presidents and members of the EMCC Executive Board will choose one winner from all the entries.

To enter simply tell us how you have contributed to the profession during International Coaching Week (5-11 February 2012). We have started a thread on our LinkedIn group and you need to place your entry there. Your entry must state what you have done and how this has contributed to the profession. It must also describe why this is above and beyond what you would normally do as a coach. The entry must appear by 13 February 2012. The panel will announce the winner on 20th February 2012.

You can also nominate someone else for the prize by using the LinkedIn group thread to describe something they have done to contribute to the coaching profession during International Coaching Week.

If you are not a member of EMCC's LinkedIn group then it's very quick and easy to request membership - just search for European Mentoring and Coaching Council or EMCC on [www.linkedin.com](http://www.linkedin.com) (Make sure you choose the EMCC group and not one of the local country EMCC groups that are also active on LinkedIn). If you have any problems please contact our admin team at [EMCC.Administrator@emccouncil.org](mailto:EMCC.Administrator@emccouncil.org)



## News from the EMCC Treasurer

Alexander Vreede

[EMCC.Treasurer@emccouncil.org](mailto:EMCC.Treasurer@emccouncil.org)

At the Paris conference last November I ran into Peter Hawkins, one of our keynote speakers. When I escorted him to the luncheon he asked me what I was doing in the EMCC. I told him I was the treasurer in the Executive Board. After which he said: "I pity you, but I guess someone has to do it".

There is no need for pity here. As your treasurer I sometimes feel quite lucky, having so much support from the other Executive Board members and having the expert assistance of Irena doing the bookkeeping. At the Council meeting in Paris I also felt a lot of faith in my work from the Council members. And our financial situation is certainly not bad and that is worth quite a lot in these troublesome times. So for pitying the poor treasurer there is really no need.

In the meeting in Paris, Council approved the financial results for 2010. Compared to the approved budget we have done very well! In the 2010 budget we foresaw the need to take €50,000 out of our reserves to really get EIA and EQA started. A sum that we intended to use for the training of around 60 new assessors in various countries. This tremendous task has indeed been undertaken and has given us the extra influx of around 60 new assessors. But the financial results in 2010 have been so positive that we only needed to take €27,921 out of our reserves!

The effect of this has been that the December 31st reserves have diminished from €134,499 at the end of 2009 to €106,578 at the end of 2010.

The other good news is that we expect our financial results for 2011 to be according to budget. Meaning that the December 31st reserves will in all probability remain intact in 2011. There is even a chance of a small rise, but let's wait and see before we cheer too soon.

Council also agreed in Paris on the proposed 2012 budget. In this budget we have made some changes in relation to budgets in earlier years. The most important one of these is that we have now included the overall organisational cost for establishing and maintaining our standards quality offerings EIA and EQA (such as the cost of the new EMCC Accreditation Manager) in the regular EMCC budget. We feel that this is where these costs belong as EIA/EQA are central 'offerings' in the EMCC strategy plan. This will also enable us to lower fees for EIA and EQA considerably in 2012, which - we expect - will be appreciated by a lot of our members.

In general the budgeted income for 2012 is €411,002 (2011: €313,148) and the budgeted expenses €407,600 (2011: €312,900), resulting in a small budgeted profit of €3,400.

So now you will understand why the EMCC treasurer does not feel that he is a man to be pitied. The question of course is: will he keep feeling this way? I will keep you informed!

Alexander Vreede  
EMCC treasurer



**Operational  
Excellence in  
Standards**  
Gilles Gambade, VP Standards

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

Dear colleagues

2012 is a critical year for the EMCC as it is the first time that our organization will move forward based on a clear strategic plan developed and approved by our Council.

Especially in the area of Standards, this has a lot of implications, both in terms of organization and operational processes.

Regarding the organization, we have entirely reviewed the processes and roles of the Standards work groups during the last quarter of 2011 and we proceeded with the appointment of a new EMCC Accreditation Manager on contract. The relevant announcement will be sent to all members but it is the occasion to thank warmly Sladja Milosevic for her invaluable contribution in the administration of the EIA and EQA during the past 2 years.

In parallel, all the major processes for the management of our Quality Standards Accreditation Offerings (EIA and EQA) were re-designed and decision-making processes re-defined, this new organization will be communicated and implemented within EMCC during the first quarter of 2012.

Regarding the Quality Standards Accreditation Offerings, we made progress in all areas:

- The EIA group completed the re-design of the individual accreditation (EIA) and we are now in the process of finalizing the documentation and the implementation plan. The new EIA offering will be available to our members at the end of Q2 2012
- The re-accreditation process for the EQA (training accreditation) was developed based on the results of the pilot project run with 4 EQA providers. This offering will be available in Q2 2012 for the EQA

providers who have to renew their previous accreditation

- The pilot project for the accreditation of training supervision (ESTQA) has begun with the participation of 10 training providers from different countries. The results will be analysed and we hope to have our accreditation offering for supervision training will be ready at the end of 2012.

I would like to point out that all this work is the result of the efforts of all member-volunteers contributing to the Standards Work Groups and Project Teams. In order to continue in this direction, we need additional volunteers coming from all our country members. It is a question of volume of work, of course, but more importantly there is the need to express the cultural diversity of the EMCC. Our Quality Standards Accreditation Offerings are, and will remain, unique as they represent a unique platform for quality and professionalism integrating the cultural diversity of EMCC regarding mentoring and coaching.

This is definitely part of our vision "TO BE THE GO TO BODY FOR MENTORING AND COACHING".





## Interview with Irena Irena Sobolewska General Secretary

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

A new feature in our quarterly newsletter will be an interview with key EMCC people. Please let me know if there is someone you would like me to interview and if you have any specific questions you would like me to put to them

In our first interview I would like to introduce to you Cara Crisler, EMCC's newly appointed Accreditation Manager.



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

**Irena: Welcome to the EMCC team. Tell us what made you want to join EMCC?**

**Cara:** The role of Accreditation Manager provides me a unique opportunity to combine my expertise in process/project management, experience implementing a U.S.-based accreditation program and my passion for coaching. The part-time nature of the work will allow me to slowly build my new coaching practice based in the Netherlands.

**Irena: Tell us a bit about yourself? What's your background? Who are you when you're not working with EMCC?**

**Cara:** Nice coach-like question! Since becoming a mother nearly 8 years ago, I have carefully focused on maintaining a healthy balance between work, family, and self-care. With a 14-year professional career behind me, I moved with my family from the U.S. to the Netherlands two years ago. Based on encouraging feedback from a 360 degree evaluation, I decided to follow my passion: became a trained coach, joined EMCC Netherlands and set up my own coaching and consulting practice. I grew up among the rolling hills of rural Tennessee, which led me to be a nature lover (diehard environmentalist at heart) and also a seeker of tolerant people/cultures. Traditional food is a very central theme in my life, from growing it organically (in a community garden plot near my home in Haarlem), purchasing from local organic farmers and natural food stores, collecting recipes, cooking daily meals, and even employing fermentation methods. I feel fortunate that my Dutch husband and two children enjoy long bike trips and walks in the dunes, travelling, camping in the mountains and gardening with me.

**Irena: You've only been with us a few weeks, what have been your first impressions?**

**Cara:** There is much work to do! EMCC has an ambitious plan for 2012 in its sights, which pleases me. I have met each of the Executive Board members and many Work Group leaders, and am impressed with how dedicated and proactive they are. Clearly, EMCC is a professional organization, growing with high standards and a solid eye for process. This is precisely the kind of organization in which I want to work.

**Irena: I am sure our membership would be interested to know what the role of Accreditation Manager actually entails, can you give us some highlights?**

**Cara:** There is still much for me to learn about the role, but so far I can say that the Accreditation Manager must have a strong oversight for many different things at the same time. On a daily basis, I receive at least one or two requests for information from interested applicants, so I am learning quickly as I find answers to their questions. In addition, I've been working closely with the VP Standards, Gilles Gambade, on strategic planning, i.e. a measurable, time-bound action plan for myself, and I will soon help each Standards Work Group with its own action plan. The EIA Workgroup is currently doing some impressive work simplifying the EIA application, and I will help to finalize all documentation by the end of February. Furthermore, the Accreditation pages of the EMCC website are due for some polishing up, and I am in the process of reviewing these and making a set of recommendations. In short, no two days are alike, which is fine by me.

**Irena: What do you think your biggest challenges will be in this new role for 2012?**

**Cara:** Most definitely my personal biggest challenge will be time management! There is far more work to do than I so far seem to be able to squeeze into two days a week, therefore I aim to keep my action plan in sight so that I can keep my priorities straight. In addition, communicating effectively with various Accreditation Country Managers, assessors, Work Group members, etc. may prove to be quite a challenge, given that there are many cultural differences and vast geographic distances. Establishing initial contact and building trusting relationships will be key, I believe I've started that work via an initial assessor training my first week on the job in the Netherlands (a fantastic beginning!), and have met many others via Skype video calls. I aim to lay a path for on-going, open, transparent communication.

**Irena: And what are you looking forward to most in the role?**

**Cara:** I feel gratitude that I am in a position to contribute to an organization whose content I am passionate about and whose mission I stand firmly behind. It is an honour to work closely with very experienced coaches, who will no doubt serve as (unofficial and perhaps even official) mentors for me personally. I am looking forward to using my skills and experience in a way that makes a difference for the hard working volunteers of EMCC and also for all of the many coaches and training organizations invested in raising the standards for our profession.



**2012 Conferences**  
**Irena Sobolewska,**  
**General Secretary**

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

Once again EMCC is holding two conferences this year:

- 19th Annual Mentoring and Coaching Conference from 15-17 November in Bilbao, Spain
- 2nd Annual Mentoring and Coaching Research Conference from 3-4 July at Sheffield Hallam University in the UK.

Additionally EMCC's in your country will be running a variety of events and local conferences. For more details of these go to "what's on" under your country's pages on our website [www.emccouncil.org](http://www.emccouncil.org)

You can find more details on both conferences and on-line booking at our dedicated conference website [www.EMCCconference.org](http://www.EMCCconference.org). The conference speaker selection panel has finished its deliberations and details of selected speakers for both conferences are now on the conference website [www.EMCCconference.org](http://www.EMCCconference.org)

We have finalised contracts with the venues and hotels for both conferences and once again full details are on the conference website. A quick word of warning, there are only a limited number of rooms at the main conference hotel so if you want to be sure to stay there then please book early. Another reason to book early is that we're offering a really great early bird discount until 28th February (this is on top of your membership discount!).

We're in full flow, busy making all the arrangements. The 19th Annual Conference in Bilbao is also an opportunity for us to celebrate our 10 year anniversary and we're looking at lots of ways to make this an extra special event. We have some great ideas but do let us know if there is anything that you think we could do that would make this conference a great celebration for you. The Bilbao venue is going to be very exciting and we'll be working with the University of Duesto and the Guggenheim museum. We're also working closely with Sheffield Hallam University who are hosting us for the 2nd Annual Research Conference