

**Summer 2012****Contents**

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**Our Contributors:****5,000+ members in 67 countries****19 Affiliated Countries:**

**Belgium, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Luxembourg, Netherlands, Poland, Spain, Sweden, Switzerland, Serbia, Turkey, Ukraine and United Kingdom**

**The EMCC exists to develop, promote and set the expectation of best practice in mentoring and coaching across Europe and beyond, for the benefit of society**

**Our vision is to be the "go to" body in mentoring and coaching**

**[www.emccouncil.org](http://www.emccouncil.org)**



## Message from our President

Lise Lewis

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

Dear colleagues

Hoping you all had a great summer and found time for rest and relaxation with family and friends and all those you enjoy spending time with!

Welcome to our latest newsletter updating you on what's happening in your EMCC on your behalf. Contributions from you all are always appreciated and no doubt will be warmly received by us all as members – so – email, twitter, LinkedIn, Facebook, skype – whatever your preferred medium and tell us what is happening for you locally.

### Meeting the board of HCA/EMCC Greece – June 2012– Athens

The evening before the June Council meeting, the Executive Board had great pleasure in meeting with the President Alexandra Eleftheriou, Marialexia Margariti (VP Standards), George Diakonikolaou (Executive Director Events and Conference), Gilles Gambade (Marketing/Communications), Myrto Raftopoulou (Executive Director Public Relations), Marianna Spanoyannis (Treasurer) and Krysta Tzelepi (General Secretary).

HCA/EMCC Greece has a membership of 85 and growing! This is largely due to the sterling efforts of everyone on the board in organising events and bringing latest developments in mentoring and coaching to coaches and businesses in Athens. One specific area they are focusing on is Solidarity coaching with NGOs and replicating the model currently operating in Switzerland and France. The HCA/EMCC Greece board also make valuable contributions to the work of EMCC.

### Council Meeting – June 2012 - Athens

As always, this meeting is a wonderful opportunity for EMCC Affiliated Countries (all 19 of them) to come together with the Executive Board and to enjoy the experience of sharing news and views. At this June Council meeting, we focused mainly on arrangements for Operational Excellence. This generated a lively dialogue exchanging ideas on working relationships within EMCC and Affiliated Countries. Hopefully you will have heard more on this from your Council delegate and that our discussions continue.

At the Executive Board last week, we revisited feedback received at Council and this will be communicated through the latest update of the Operational Excellence document to be communicated in the next few weeks.

### Policy for attracting and sustaining Volunteer support

The draft policy document was circulated to Council for consultation and again briefly discussed at Council. The final suggestions have been included and the policy is now with countries for information about EMCC practices and access to the EMCC volunteer database if needed. Affiliated Countries are invited to adapt the policy to meet local needs. We hope that this policy reflects the genuine appreciation for the time and effort volunteers contribute. At the same time the intention is to offer guidance on the organisation of our valuable volunteer resource, to grow this and to enable a shared enjoyment of supporting the work of EMCC. We are now working on implementing the policy and have made suggestions on reward for voluntary work connected to the EMCC Conference.

### Cooperation between professional bodies

I was invited, along with Alexander Vreede our Treasurer, to the Association for Coaching's one-day Conference in Edinburgh, Scotland in June. We appreciated this opportunity to meet with colleagues from another professional body and to grow relationships for the benefit of professionalising mentoring and coaching. We already have a similar reciprocal arrangement with ICF where three of the Executive Board will attend their conference in London in October and three ICF representatives will attend the EMCC Conference in November. I will keep you updated on any agreed activities between professional bodies as they arise. ***What would you like to see included in cooperation discussions?***

### Executive Board

The main topic of our latest meeting was the EMCC Strategic Objective for GROWTH. We're keen that we support and encourage existing and potential new affiliate countries to growth membership and encourage professional standards of practice. We also focused on new areas of growth guided by an informative statistical analysis developed by Achilleas Kotrozos (thank you!) and presented by our VP Marketing Pilar Lorenzo. Countries currently in the process of affiliating are Croatia, Cyprus, Lithuania and Romania. Another exciting development is that I'm in discussion with our first mentoring organisation based in Morocco to be interested in connecting with EMCC.

### Updating you on the activities for the President's focus

Cooperating with Professional Bodies and creating a Volunteer Strategy are two of my personal portfolio activities mentioned already in this newsletter. Now that I have a President blog which will shortly be launch on the EMCC website, I plan to cover regular updates there from my portfolio – I will also welcome your views on what you would like to see included in that blog.

On behalf of the 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.

As always a big thank you to all of you who volunteer to the work of the EMCC.

Very best wishes from Lise  
EMCC President

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

Click [here](#) to see who the Council Members are from your Country



### Spotlight on Country President with Irena Sobolewska

Joanna Kucharczyk-Capiga  
President, EMCC Poland

[PL\(dot\)President\(at\)emccouncil\(dot\)org](mailto:PL(dot)President(at)emccouncil(dot)org)

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

**Joanna:** I'm a person who likes to be active. Self-development is crucial in my life. Moreover, I want the outcomes of my work to be useful – I want it to represent an added value. In that respect, coaching become extremely important to me, because it gives me the possibility to be a part of processes of change that people undertake. On a more personal note, I'm passionate about travelling. Lately my husband and I have started exploring Asia.

My background and what drew me to coaching, is not an obvious one. My professional life was not always connected with business. Actually I studied resocialisation and international relations. For many years I worked in the third sector with youth and teachers in the field of prophylactics. It taught me how to establish a rapport with diverse groups. About 6 years ago I've changed my professional path to a more business one. However, I still engage in activities for the 3rd sector working with students & NGOs.

When I'm not working with EMCC I work as a coach, trainer and business consultant. I'm currently employed in PricewaterhouseCoopers as a soft skill-training manager and a coach.

**Irena: And tell us a bit about EMCC Poland?**

**Joanna:** EMCC Poland was established in 2009. It has around 48 members – coaches, psychologists, educators and trainers. There are 5 people on our board who are experienced in coaching and other business activities. They all are very engaged and open-minded and I'm sure that we can accomplish great things together, like integrating the coaching community in Poland. Currently we're working on a book containing a series of coaching case studies. However, our main activities are: professional training for coaches, trainers, mentors like RTZ based on Simonton Program, supervision for coaches and open, free of charge lectures, meetings with experts.

**Irena: What's the mentoring and coaching market like in Poland?**

**Joanna:** Coaching and mentoring are in their primary stage of development. There is no significant research on the subject of coaching/mentoring market in Poland. Therefore, our main challenge is to increase awareness of coaching and improve general perception of it.

**Irena: What are EMCC Poland's plans for 2012 and what do you think your biggest challenges will be?**

**Joanna:** In 2012 we are planning to continue integrating coaching community, and the process of brand development. We're also working on attracting new members. What's more, we need to complete the standards, guidelines and code of ethics for the coaching profession, which need to be adjusted to the Polish reality.

**Irena: What do you enjoy most about being President of EMCC Poland?**

**Joanna:** I really enjoy being a part of a team, which is shaping the developing market in Poland. It's an inspiring job.



**Research**

Po Lindvall

EMCC VP Research

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

The 2012 research conference attracted a fair number of interested and interesting participants. Challenging keynotes have the potential and often broaden our views on coaching and mentoring, as well as on research as such. Reinhard Stelter and Jonathan Passmore delivered thought provoking keynote lectures, as did many of the other session presenters.

During the conference (as well as on the morning before the conference started), Professors David Megginson and David Clutterbuck led thought provoking dialogues with the delegates. These dialogues are of importance for several reasons. People feel part of the process, something that is engaging, as well as creating learning – for both practitioner delegates as well as researchers. This gives us also an opportunity to gather ideas on research from practitioners, as well as have conversations around knowledge on coaching and mentoring, based on research as well as experience.

There were some themes and issues that were discussed through the dialogues led by EMCC's Ambassadors (David and David) that have the potential to be considered to be part of an EMCC Research strategic objective and action plan.

Included in this is the possibility for gathering papers, articles, thesis, books, journals or a list of these. In the professionalisation process of any profession, a body of knowledge, or the building of that body of knowledge is an important part. Our International Journal of Mentoring & Coaching of course already contributes to this, with both research and practitioner perspectives. Thanks to Ines O'Donovan for her great work as Editor in Chief!

The research conference can of course only present some part of that body of knowledge, but hopefully we will learn from current research how to base our practice on the evidence presented.

A second theme concerning mentor and coach oriented research that were discussed were the possibility for practitioners to influence researcher on what to research/ for researchers to find out what mentors and coaches want to know. A continued dialogue between researchers and practitioners has the potential to enrich the body of knowledge in the field. EMCC can play an important role in harbouring, facilitating, keeping it together and making this dialogue productive. This can take place at the conferences (annual as well as research conferences), and through EMCC (via myself as VP Research) facilitating and keeping the dialogue going between conferences (through different media).

A third topic that surfaced was "does research make a blind bit of difference to practitioners?" This question was put forward at a dialogue during the conference. I think the question does pin down one of the main issues for the EMCC Research initiative to deal with/confront/manage with the aim of bridging the gap of understanding between research/researchers and practice/practitioners.

All the above topics help us to think of what the EMCC Research initiative could and should be oriented toward. Currently the newly formed research work group, is starting its work of proposing a strategic objective and an action plan for the EMCC Research initiative. Look out! In the near future you will learn more about what research can bring to the professions of mentoring and coaching.

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## Operational Excellence in Standards

Gilles Gambade

### EMCC VP Standards

[EMCC\(dot\)VP\(dot\)Standards\(at\)emccouncil.org](http://EMCC(dot)VP(dot)Standards(at)emccouncil.org)

2012 is a key year for Standards in EMCC as the objective is to position EMCC as the preferred accreditation body in Europe. In order to achieve that, EMCC Standards workgroups have been particularly active and delivered tangible results:

- The individual accreditation was reviewed and a new version (EIA v2) was launched on 15th June 2012
- The renewal process for the individual accreditation (EIA-R) has been developed and will be launched until the end of 2012
- An equivalence was developed between the local accreditation used in France, Luxembourg and Belgium and EIA. Based on this equivalence more than 400 French speaking coaches will have the opportunity to transfer their accreditation to EIA. This process started in Summer 2012 and is expected to be completed during Q1 2013
- A specific workgroup proceeded with a comparison between the ICF and the EMCC accreditation. Based on this comparison, EMCC members who are holders of an ICF accreditation will be able to transfer it to EIA (only for practitioner and senior practitioner levels). This possibility will be offered to EMCC members at the beginning of 2013
- The renewal process for the coaching training accreditation was developed (EQA-R) and launched for training organisations which had obtained their EQA accreditation before 2010. A similar process is being developed and launched for EQA holders after 2010 and will be ready by the end of 2012
- The review of the present coaching training accreditation (EQA) is starting at the beginning of September 2012 and a V2 of EQA is expected to be developed during 2013
- The pilot project for the development of the supervision training accreditation (ESQA) was completed in June 2012 with nine pilot training organisations from four different countries. Based on this pilot, the final ESQA offering will be developed and launched at the beginning of 2013. The development of the individual supervision accreditation will follow

- The present EMCC competence framework is presently under review in order to provide additional clarification for a number of capability indicators and to align the EMCC competences with the European Qualification Framework (EQF)
- A new project will start in Q4 2012 to clarify the definition of CPD (continuous professional development) for EMCC and to integrate it in the individual accreditation process.

Apart from this on-going development, EMCC Standards is also working with ICF on the comparison of the competence models of the 2 organisations. Finally, a discussion has started with EMCC Spain in order to develop an equivalence between the local Spanish accreditation and EIA which would allow more than 300 Spanish coaches to become EIA accredited.

When these developments will be achieved in 2013, EMCC expects to have a community of more than 2,300 accredited coaches in Europe in addition to the present 83 EQA accredited training programmes.

## 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.**



## EMCC's 20<sup>th</sup> Anniversary

**Irena Sobolewska**  
General Secretary

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

### EMCC History

EMCC started its life in 1992 as EMC (the European Mentoring Centre) when David Megginson was having a meeting with David Clutterbuck over a book that they were writing together and David Clutterbuck said 'I've been thinking that we ought to create something called the European Mentoring Centre: are you interested?'. He was, and they were soon creating possibilities in their heads that neither of them would have the time fully to realise. What they did do was to hold a conference every year starting with 1993, build a library of paper based resources, including books, articles and dissertations, and create a rudimentary membership structure. Over time and with the support of others the organisation began to take shape and in 2002 was rebranded as the EMCC (European Mentoring and Coaching Centre) when coaching was added to the title.

This and more is being written up in the History of EMCC which we aim to publish in time for the celebrations at our conference in November. **If you have an anecdote, memory, were part of this history or would just like to make a contribution, then please email me your thoughts by 15 October.**

### Mentoring and Coaching Awards

As part of our anniversary celebrations we will be presenting two awards at our Annual Conference in November.

We are now seeking nominations for the Mentoring and the Coaching award. Please click on this [link](#) and let us know who you believe deserves to be nominated EMCC's "Celebrating a Two Decades of Mentoring" and "Celebrating a Decade of Coaching" award. The award can be for an individual, a team, an organisation, a scheme/programme, a training course, a piece of research, a publication - in fact anyone or anything you deem worthy of an award.

**Nominations will be accepted until Friday 28 September.** An awarding panel led by our President, Lise Lewis, and comprising of leading authorities from the world of mentoring and coaching will then decide on who the final award winners are.

The award winners will be invited to attend the EMCC conference as our guests and be part of our 20th anniversary celebrations which will include the award ceremony. **We look forward to receiving your nominations.**



### Interview with Gregoire Barrowcliff

**Irena Sobolewska**  
General Secretary

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

In this interview I would like to introduce to you **Gregoire Barrowcliff, EMCC's Vice-president of Regulatory Affairs**



**Irena: You joined the EMCC Executive Board in 2009, tell us what made you want to apply for the role?**

**Gregoire:** Ever since I began my second career, coaching, I've always had in mind the importance of producing quality work for our clients. It's also self-interest, because if you produce shoddy work you're not going to get further business. Today, coaching is not a regulated profession, anyone can call themselves a coach. Coaching is also a big and growing market. But quality coaching is not possible where the coach is improvising or practising as an amateur with insufficient training or supervision, for example. I joined the Executive Board in December 2009 at the suggestion of the then President Petr Necas, to investigate what the EMCC could do to ensure that people calling themselves coaches or mentors apply high quality standards. Without recognised standards, I thought, there was a real risk that the profession would be quickly and arbitrarily regulated by the authorities who would then decide who could call themselves a coach or mentor, and who couldn't.

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

**Gregoire:** I've been a full-time executive coach since I did my first training in 2001. Then with three coaching colleagues I started my own coaching firm in 2003. Praesta is now an international organisation dedicated to executive coaching, with nearly 100 senior coaches partnering with our clients in many countries across the world. Although I'm also French I was brought up and educated in the UK. I started out on my career with only a University degree in Philosophy! I later added an MBA from INSEAD, and spent my first 25-year business career in multinationals and in smaller family firms, ending up as number 2 of a French pharmaceutical group. I married a French girl, and we have three lovely children who are still at school.

I insisted that we find a house in the country so that we could have a pool (unheated!) which I swim in every morning until it's just too cold...must be my Scottish blood!

**Irena: You've been on the Board for nearly three years now, what were your first impressions?**

**Gregoire:** EMCC is a great community, and ever since I joined the Board I've noticed the very real dedication of countless volunteers working hard for our members and for the mentoring and coaching profession. It's a privilege to be in a position to influence things, hopefully for the good. This is accessible to everyone who wants to make a difference as all roles are voluntary.

**Irena: I am sure our membership would be interested to know what the role of VP Regulatory Affairs actually entails; can you give us some highlights?**

**Gregoire:** In 2010, I set up two workgroups with representatives from 11 different EMCC countries, to reflect on how to protect the profession from being arbitrarily regulated, while at the same time upholding high standards in mentoring and coaching. This led to two decisive actions:

- The drafting of the very first Code of Conduct for Coaching and Mentoring, which sets out standards for coaches/mentors, in terms of competences, training, supervision, ongoing development and ethical behaviour. It also requires of professional organisations that they set up a disciplinary and complaints procedure, as well as an independent body to monitor quality and to sanction breaches

by members. The Code of Conduct was overwhelmingly approved by the EMCC affiliated countries in 2011, and also by the governing body of the International Coach federation (ICF) whom we invited to participate in the drafting of the Code

- The filing of the Code of Conduct with the European Union in Brussels, as evidence that the mentoring and coaching profession is capable of self-regulating itself, and therefore does not need to be regulated by the authorities. EMCC and ICF filed the EU application jointly, and other professional organisations are now signing up to it. The ultimate aim is that the Code becomes the recognised standard worldwide.

You can access the Code of Conduct for Coaching and Mentoring on the dedicated EU website for Self-Regulated professions here : <http://www.eesc.europa.eu/self-and-coregulation/full.asp?w=n&ID=142>

**Irena: What do you think you're biggest challenges will be in your role for 2012/13?**

**Gregoire:** Putting in place a robust and intelligent process for implementing the Code of Conduct in each of the current 19 EMCC Affiliated Countries. This will be managed by international working groups drawn from the EMCC membership to work on:

- Reviewing the existing EMCC Code of Ethics
- Implementing the Code locally, including ensuring a commitment by all members to ethical behaviour
- Reviewing existing disciplinary and complaints procedures
- Setting up an independent body to monitor the Code of Conduct
- Keeping the legislative environment under review for any threat to our Self-regulated status.

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

**Gregoire:** Continuing to work in a collegiate manner with my colleagues on the Executive Board, and meeting new EMCC volunteers who will participate in the workgroups we are about to set up.



## Finance Update

Alexander Vreede  
Treasurer

[EMCC\(dot\)Treasurer\(at\)emccouncil\(dot\)org](mailto:EMCC(dot)Treasurer(at)emccouncil(dot)org)

Being Treasurer of EMCC is a seasonal job: preparing next year's budget in the fall and making last year's financial statement in spring. In EMCC we have now finally re-arranged our procedures to this simple logic. At the June Council meeting in Athens the 2011 financial results were approved and at the November meeting in Bilbao we will discuss – and hopefully agree on – the 2013 budget. Simple and logical.

As I already predicted in the last Newsletter we had a small deficit in 2011: € 2.292 to be exact. In European budgetary discipline terms: 0,8%, a result most European countries would be very happy with. The effect of this deficit on our reserve situation is fortunately only minor.

The main factor responsible for the negative result is the disappointing income from our 2011 conferences, with less participants than expected and a number of costs we still had to make to run two smooth conferences. I hope the Bilbao conference will attract many more (paying) visitors and urge you to register before it is too late. The prospects at this stage are promising!

In my last report I also wrote that the 2011 income from affiliation fees seemed less than budgeted. Which surprised us as fees in the budget are calculated on the basis of the actual membership numbers supplied to us by the various countries. How then could it be that we received fewer fees than we were supposed to receive?

Our analysis since then has shown that a number of countries encountered a number of difficulties in collecting and paying their fees. We are in touch with all these countries and I am now very happy to say that all these difficulties seem to have been solved and payments are coming in regularly. This may even have a positive effect on our 2012 results as fees received later than February 2012 will be accounted for in 2012.

And now fall has come – at least in the Netherlands the temperature is dropping and leaves are starting to fall – making it time to start preparing the 2013 budget. Our first step is to inform all our '*budget holders*' on their financial situation after the first two quarters of this year. Are they spending more or less than budgeted? What are their expectations and needs for the rest of the year? What are their wishes and proposals for next year, based on our Strategic Plan 2012 – 2017?

What do we mean by '*budget holders*'? Starting this year we have divided the EMCC budget in 20 separate '*financial departments*' each with its own share of the 2012 budget and each controlled by the responsible member of the Executive Board. Examples of these financial departments are: Annual Conference, Research, EIA, EQA, Council, Executive Board (meetings) etc.

In this way we want to put the responsibility for spending EMCC's money as close as possible to those who can oversee what is happening and what needs to be done in their respective areas. Next year's budget will be the first that we assemble in this way and I am very anxious to see what the result will be: will we need to prioritise between justifiable wishes and plans? And on what basis will we do that? Or will we have such a positive development in membership numbers that our financial future looks secure?

I will let you know as soon as we have found out!



## Conferences

Irena Sobolewska  
General Secretary  
[www.EMCCconference.org](http://www.EMCCconference.org)

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

### 2012 Research Conference

We concluded a very successful 2<sup>nd</sup> European Mentoring and Research Conference in July. This was held at Sheffield Hallam University in the UK. You can learn more about the 2012 Research Conference in Po Lindvall's section of this newsletter.

We're in the process of publishing the results of the research that was presented at the conference – with a slight delay as we've waited for all the presenters to submit their papers. The book (our second in the series of research books) will be available for all to buy with discounts for those who attended the conference. The 2011 research conference book sold very well and we had to order a second printing run – it's still available, more details [here](#). We're expecting to publish at the end of this month, as usual more details will be available on our website and an email will go out to our membership when it is ready.



### 2013 Research Conference

At the end of the 2012 Research Conference we set the date for the 2013 Research Conference – our 3rd. We also said we would be trying to arrange the historic Trinity University in Dublin, Ireland as our venue. I'm delighted to say that this is looking very positive, following a site visit arranged for the end of September we should be able to confirm the details.

So hold the date – 25/26 June 2013 – and we look forward to seeing you at our next Research Conference!

### 2012 Annual Conference

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

Our 19<sup>th</sup> Annual Mentoring and Coaching Conference is being held in Bilbao, Spain from 15-17 November 2012. It's a very special conference as we'll be celebrating our 20<sup>th</sup> anniversary and will have many special guests (from amongst the founders) and also our mentoring and coaching awards – see the section earlier in the newsletter about this.

### 2013 Annual Conference

We're currently researching the site for our 20<sup>th</sup> Annual Conference which we hope to hold in Athens, Greece. We'll shortly be publishing dates, exact location and further details.

### 2013 Mentoring eConference

A really exciting new venture for us will be our first ever **Mentoring eConference which will take place 16-18 January 2013**. The eConference will be run in conjunction with the International Mentoring Association and the Mentoring Institute at the University of New Mexico. The eConference will be free for members to take part in.

We will be using an on-line technology solution for a three-day asynchronous event (like an on-line discussion/forum - similar to LinkedIn).

The eConference will run for three days and participants will be able to dip into any topic in any stream, whenever they wish. At the end of each day of the eConference, the moderators will summarise the content of their stream. We will also produce an eBook summary after the eConference which will be available to all members.