

Winter 2015

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IN MEMORI AM

Eric Parsloe

27 July 1938 – 27 November 2015

**Eric was a founder of EMCC and huge supporter all his life.
He will be missed by all of us.**

EMCC has set up an online memorial tribute.
Please go to <http://eric.parsloe.muchloved.com> to contribute your thoughts, stories, photos, videos or to simply light a virtual candle.



Congratulations to everyone who received an EMCC accreditation since our last newsletter



Athens Coaching (Greece)

Practitioner
September 2015

FHNW (Switzerland)

Practitioner
December 2015

Therapist2Coach (UK)

Senior Practitioner
October 2015



Renewals:

Sheffield Hallam (UK)

Senior Practitioner
October 2015

TransformancePro (France)

Practitioner
September 2015



Congratulations to:

Michel Moral (France)

October 2015

Stephen Murphy (Poland)

September 2015

Laurent Odoux (France)

December 2015

Anita van Vlerken (Netherlands)

November 2015



Congratulations to:

Eileen Jameson (UK): Foundation

Annick Clement (France): Practitioner

Valerie Commaret (France): Practitioner

Agnes Leblanc (France): Practitioner

Connor McDonough (Ireland): Practitioner

Laurent Odoux (France): Practitioner

Christiane Pohl (Greece): Practitioner



Congratulations to:

Janice Smith (UK): Practitioner

Ondej Stos (Czech Republic): Practitioner

Jean Dowson (UK): Senior Practitioner

Cyril Kirwan (Ireland): Senior Practitioner

Ram Ramanathan (India): Senior Practitioner



Message from our International President

Dr Lise Lewis

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

Dear EMCC colleagues

I'm probably not alone when I get to this time of the year and say "I can't believe it's Christmas already" – where has the year gone?

Well possibly our busy lives reflect aspirations for achieving more and to take advantage of the opportunities that come our way; and, of course, making space for family, friends and fun!

So what better time to reflect on 2015 at what has been achieved on your behalf for EMCC and to launch us purposefully into 2016 and beyond.

As the International Executive Board (IEB), we started the year with reviewing our Strategic Plan that we believed had become outdated although it wasn't due for renewal until 2017. I think this gave a clear indication of our progress as an organisation and the speed of change we're experiencing and need to take the lead on in our world of mentoring and coaching.

When reviewing the plan we had to consider a change on the board with Po Lindvall leaving as VP Research. At this time we were unaware that we would have two further resignations from the board: Alexander Vreede as Treasurer and Grégoire Barrowcliff as VP Regulatory. We were clearly sad to lose three respected colleagues and to miss them personally as well as their sterling voluntary contributions to the work of EMCC.

Our earlier plans for a board structure have, therefore, changed quite radically as the year has progress and resulted in us identifying the main areas of work for EMCC as coming under the overarching banner of Standards. Under this banner of Standards we now have the activities of Research, Quality and Accreditations. The following diagram illustrates the revised IEB structure.



Places on the board populating this revised structure are:

Zoltan Csigas appointed as VP Research from June this year

David Sleightholm who has become VP Quality

Irena Sobolewska whose title of General Secretary has now been replaced by VP Operations

Stephen Murphy who continues as VP Marketing with additional responsibility for external communications.

We are currently recruiting for the role of VP Accreditations responsible for our five accreditations. More details [here](#).

The following gives you a flavour of what has been achieved this year and what is planned for next:

RESEARCH:

- EMCC has its roots embedded in research and this continues, for example, with our participation in external and internal surveys:
 - A survey completed by over 200 of our members relating to mentoring which has informed projects that will support Putting the M back in the EMCC
- Our Research Conference in Warsaw in June received excellent feedback and we were able to attract a diverse range of international speakers
- For 2016 two projects are planned to explore the 'how of coaching'
- We will also have a publication to support our existing International Journal. This is considered to be a practitioner resource bridging the gap between coach practice and research.

QUALITY:

- Quality will now cover aspects of what was Regulatory Affairs – that is the Code of Ethics and Regulation as well as the review of the Competence Framework and exploration of Continuing Professional Development.
- Some activities this year for what is now known as 'Quality' include:
 - An update on the Competence Framework. We believe the revision of language used in the framework has made the competences and capability indicators more accessible across different cultures. As you know the framework is used in our EQA and EIA accreditation processes and is also an invaluable resource for informing professional practice. The framework is freely available to you as a downloadable on the EMCC website
 - A complete revision and refinements to the working of the EMCC accreditation panel which will be launched in January 2016.

ACCREDITATIONS:

- In 2015 we launched the ESIA for accrediting individual supervisors and the ISMPE for accrediting internal mentoring programmes; coaching programmes are planned to be included in 2016.

INTERNATIONAL CONFERENCE:

- This was held in Istanbul this year and special thanks goes to our EMCC Turkey colleagues for their invaluable support in attracting participants and providing administration support. I'd also like to give recognition to Irena Sobolewska and Virtual Office Secretary our outsourced administration support. Anyone who has attempted to organise and run a conference will know the huge amount of effort needed in planning to make it happen. This can be overlooked when the event appears to run effortlessly and I received many compliments to be passed to our conference team.
- A special event in the conference each year is our awards. This year awards were made to:
 - EMCC Greece for Solidarity Coaching
 - Eve Turner for Coaching
 - Maria Luisa de Miguel Corrales for Mentoring
 - My President's Special Award went to a very special person – David Megginson who has unstintingly contributed to EMCC in some many ways since we were founded.
- Our next Conference will be in Edinburgh and the planning starts now!

SPECIAL AMBASSADOR

- We were sorry to announce in Istanbul that one of our Special Ambassadors – David Megginson – has decided to leave his role. He was one of the 2

original founders of EMCC and has continued to make a valuable contribution to EMCC over the past 23 years.

- David you will be missed and remembered in so many ways; we hope to see you whenever you can make an EMCC event and to continue hearing your words of wisdom.

AFFILIATES

- In June we were delighted to sign the agreement welcoming Norway as a new affiliated country.

SOLIDARITY COACHING

- This successful project continues to offer pro bono sessions to those unable to afford coaching.
- As well as continuing the growth of this project into other countries – our target is 11 countries by next year - our intention is to run an International Social Responsibility project.

We have many more activities that EMCC contributes to in raising standards in mentoring and coaching and I urge you to read our quarterly newsletters to read more about these and also learn about events in our affiliated countries.

As always, let's be proud of what EMCC achieves in support of mentoring and coaching all made possible by the generosity of our members who contribute their time and expertise to our work. Do join our growing community of volunteers and enjoy the sharing of knowledge and development of good practice.

Let me finish by wishing you and your loved ones a happy and peaceful time over the Christmas holiday period and as always I'm here to listen to your feedback about what you want from your EMCC.

Very best wishes from Lise

Lise Lewis

**WANTED:
New EMCC
International
VP Accreditation.
Click [here](#) for more
details**



22nd EMCC Annual Conference – Review

By David Megginson
EMCC International Ambassador

The 22nd Annual Conference of EMCC was held in Istanbul, Turkey 19-21 November 2015. Here follows a brief review of each of the sessions I attended, and the themes that emerged.

Gail Romero

Gail gave the first plenary. She offered an American perspective on using technology to develop her business. I was challenged by her grasp of a range of apps and software. She told a good story of an effective coach rescuing a drowning man, then rescuing another drowning man, then walking away from a third. When people complained about her walking away, she said 'I am going to find out who's pushing them in'. A message about getting to root causes.

Tanguy Lungen

Tanguy's plenary on connection, joy and authenticity involved getting the conference to sing – initially in unison, but ultimately one to one. This was hugely challenging for me as a non-singer. It was also very rewarding, and I found myself wanting to sing more – an unprecedented experience. I was most touched by singing the aria *Va, pensiero* from Verdi's opera *Nabucco*. Tanguy talked about the regrets of the dying – wishing they had been more alive; done less work (though I am writing this at 6.30am on a Sunday morning); have more time with friends and family; be more myself; and do the things I love. All good advice from a mentor. Who lurks inside dreams; who lurks outside awakes.

Marialexia Margariti

We were offered a glance at existential coaching. Development and growth mean different things to different stakeholders in coaching. What they have in common is exploring what is happening in the executive's heart and soul. The focus is on a safe place for the whole person, giving permission to fail. The main concern is to help coachees be conscious and accountable.

Sanem Tohumcu Celikyilmaz and Tim Bright

Sanem (internal) and Tim (external) were jointly responsible for a mentee led, light touch scheme in Vodaphone Turkey. It sought to overcome problems of recruitment, matching, momentum, need for up-scaling. In a fast-growing company these processes need to be open and inclusive. Anyone willing could be a mentee and they chose their mentor (who had the right to refuse!). Short voluntary workshops and the opportunity to be both mentee and mentor allowed the scheme to grow fast. They took on numbers whatever

they were, and in the end had to accommodate 3 waves of participants numbering 166 pairs in all. The scheme was characterised by speed, simplicity and trust. The scheme was mentee led rather than HR or top management led. Some mentors are younger than their mentees, and most are in different functions.

David Megginson and Vincent Traynor

We offered a process for developing an authentic description of our practice as coaches. Each participant described their own practice in pairs, then participants volunteered to do a 20 minute coaching session with a volunteer coachee and two or three observers. They had an opportunity to contrast their espoused theory and their theory in use.

John Leary-Joyce

Jon explored what we shared as coaches rather than our differences, reflecting on the paradox of change – we change by accepting who we are. John talked through 4 levels – dissociating, imagining; enacting; and directly communicating, and gave a demonstration with a volunteer on a highly charged topic. Coaching concerns itself with confidence, strength and engagement; but also with the polarities of fear, anger, anxiety and sadness.

Adrian Tsukamoto

Adrian offered a session on organisational change through systemic coaching. His Japanese multiple case study offered a focus on systemic change, leading by example. Developing hypotheses, and on-going short loop feedback. Evaluation models were emphasised.

Dost Deniz

Dost emphasised the importance of staying alive in the face of complex challenges – when we don't know what to do we fall back on technique. Instead we need to address the volatility; uncertainty, complexity and ambiguity of organisation life.

Conclusion

The following themes seemed to emerge from the sessions I went to:

- Systems
- Emotions
- Positive and negative
- Authenticity
- Contrasting perspectives
- Organisational focus
- Letting go of control

Systems – Attending to interactions between aspects of the coachee's world is important if we are to facilitate lasting impact.

Emotions – We need courage and emotional maturity to address the world occupied by our coachees.

Positive and negative – Valuing the positive is established in the coaching world, but addressing the negative is crucial too.

Authenticity – The time for slick presentation is over; what is needed now is clear-sightedness about what we do and who we are.

Contrasting perspectives – The multiple roles involved need recognising and honouring at a deep level.

Organisation focus – crucial, but only helps if power holders let go of their power.



Applications to present now being accepted.

Closing date 20.00cet Friday 8 January 2016.

Affiliated Country News & Greetings



News from Ukraine

Marina Taran

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Dear colleagues!

Please accept our best wishes in New 2016 Year. Let it be kindly surprising and friendly to all of us and we wish you to feel the inspiration in what you do, to share it with others.

EMCC Ukraine



News from Poland

Przemysław Duchniewicz
EMCC Poland President

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We held an AGM on 11 December 2015 and the following were elected to our new EMCC Poland board:

- Małgośię Matusiak
- Małgorzatę Kucharską
- Ewę Brożynę.



I'd like to take this opportunity to thank our outgoing board members:

- Kalina Grela
- Stephen Murphy
- Jowita Czarnecka-van Luijken
- Rafał Szewczak
- Roberta Drzewiecki.

News from Germany



Jens Braak

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Next year we will focus on some events in Germany and Switzerland:

International Coaching Congress, 14/15 June 2016, Olten/Switzerland: <http://www.coaching-meets-research.ch/>

Coaching Congress 2016 at Hochschule für angewandtes Management in Erding near Munich, 25/26 Februar 2016: <http://www.coaching-kongress.com/>

We also launched a new format called "Blue Hour", which started very successful. Ulf Weise from Airbus reported how they implemented a company-wide coaching & mentoring programme and more than 40 guests listened to the system they organised and their lessons learned. Next "Blue Hour" will be in Frankfurt in April 2016 with a specialist from the pharmaceutical company "Lilly"



Our new office location in the heart of Germany.

All the best from Berlin, Hamburg, Munich, Cologne, Frankfurt and the rest of Germany.

From Ireland



Nollaig Shona agus Athbhliain faoi Mhaise Daoibh

News from Greece



Myrto Raftopoulou
EMCC Greece Vice-president
Marketing and Communications

[EMCC\(dot\)Editor\(dot\)Magazine\(at\)emccouncil.org](mailto:EMCC(dot)Editor(dot)Magazine(at)emccouncil.org)



The Hellenic Coaching Association/EMCC Greece is very proud that its Solidarity Coaching Programme has been voted as the best programme among all of the EMCC's

country-members Solidarity Coaching programmes for 2015.

EMCC Greece launched the 'Solidarity Coaching' project in 2011 with the aim to support non-governmental, non-profit organisations to improve their results through coaching.

Pro-bono executive coaching programs are offered to members of the management teams and other executives of NGOs, by volunteer, experienced EMCC Greece coaches, for a set time period of up to 6 months. All EMCC Greece volunteer coaches have been selected by an independent committee of assessors based on criteria such as experience and training. In addition, they uphold the EMCC Code of Ethics and they commit to participating in regular group supervision sessions that are organised by EMCC Greece. In 2015, a total of 27 coaches offered pro-bono coaching to executives of 12 NGOs. EMCC Greece was awarded the EMCC 2015 Solidarity Coaching Award at a ceremony, which was held at the annual EMCC Conference in Istanbul on November 21st. The award was accept on behalf of EMCC Greece's Solidarity Programme by our President Marialexia Margariti.



President Marialexia Margariti (centre-left), the HCA Treasurer Katy Charalambidou (right) and member coaches of the HCA Solidarity Programme, Eleni Aroni (centre right) and Christiane Pohl (left).



Greetings from Italy

Isabelle Alpi

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

At the end of the year we often look back and assess our achievements before turning to the future, building our plans for the next year.

At EMCC Italy we are no different.

EMCC Italy was created in February 2014 and is now recognised by the other associations for coaching in our country, with which we are collaborating to the regulation of the profession.

While continuing with the webinars for our members, we have been promoting the association thanks to partnerships with organisations and events where we have been invited to speak.

In 2016 we are willing to make the EMCC name more visible in Italy and attract new members interested in collaborating to this goal. We will also look for partnerships with associations and universities.

EMCC Italy wishes you a Merry Christmas and a very Happy New Year 2016 of professional and personal growth in an exciting and dynamic environment.



Alla fine dell'anno, spesso ci guardiamo indietro e valutiamo i nostri successi prima di guardare al futuro e pianificare l'anno successivo.

Noi di EMCC Italia non siamo diversi.

EMCC Italia è stata creata a febbraio del 2014 ed è oggi riconosciuta dalle altre associazioni di coaching nel nostro paese, con le quali stiamo collaborando per la regolazione della professione.

Mentre abbiamo continuato di offrire webinar ai nostri membri, abbiamo fatto la promozione dell'associazione

grazie a partnership con organizzazioni ed eventi nei quali siamo stati invitati come speaker.

Per il 2016, vogliamo accrescere la visibilità di EMCC sul territorio e collaborare con membri interessati a questo scopo. Cercheremo anche di stabilire partnership con associazioni e università.

EMCC Italia vi augura un bellissimo Natale e un felice Anno Nuovo di crescita personal nonché professionale, in un ambiente entusiasmante e dinamico.

Calling All Volunteers

Your EMCC needs you!
Read more about how to
become an EMCC volunteer
on our website
www.emccouncil.org





Gelukkig kerstfeest ★ Sretan Božić ★
 Veselé Vánoce ★ Glædelig jul ★ Hyvää
 joulua ★ Joyeux Noël ★ Frohe
 Weihnachten ★ Καλά Χριστούγεννα ★
 Boldog Karácsonyt ★ Nollag sona ★ Buon
 Natale ★ Joyeuses fêtes ★ عيد ميلاد سعيد
 ★ Gelukkig kerstfeest ★ God jul ★
 Wesolych Świąt ★ Crăciun fericit ★
 Srećan Božić ★ Glad jul och
 lyckönskningar ★ Frohe Weihnachten ★
 Mutlu Noel ★ Happy Christmas ★
 Щасливого Різдва ★

and best wishes for a Happy New Year 2016