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### Our Newsletter Contributors:



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Stephen Murphy



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EMCC is in the process of reviewing our diversity statement including:

- What sort of document do we want?
- What does it cover?
- What stance should we take?

Diversity approaches vary across Europe and we will set up a Project Team representative of the different cultures and starting points.

Anyone interested in working on the Project Team should read the volunteer opportunity [here](#)



## Welcome from Dr Lise Lewis

**EMCC International President**

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

### Dear EMCC colleagues

Well – I truly hope that many of you are experiencing kinder weather than we are getting in Western Europe – if so please share the sunshine!

A mix of news for you as always – **PEOPLE, PROFESSIONAL PRACTICE and DEVELOPMENT OF EMCC.**

### PEOPLE NEWS:

Welcome and thanks to volunteers stepping into key positions:



**Anna Kopp** **incoming**  
**President of EMCC Sweden**



**Agnieszka Kaseja** **incoming**  
**President of EMCC Polska**



**Charlotte Van Den Wall Bake**  
**incoming Chair of NOBCO/President**  
**of EMCC Netherlands**



**Thor-Erik Gulliksen** **incoming**  
**President of EMCC Norway**



**Natalia Braun** **representing EMCC**  
**Switzerland at Council meetings**

**François Baleynaud and Alan Blower** recently recruited as Financial Advisers to EMCC International. Having both François and Alan in this key role will enable a wider brief for managing and guiding our activities to secure a stronger financial base for EMCC

Thank you and appreciation to volunteers stepping down from current roles and who continue to offer support in developing EMCC in their countries:

- Jael Waern outgoing President of EMCC Sweden
- Przemysław Duchniewicz outgoing President of EMCC Polska
- Ruud Polet outgoing Chair of NOBCO/President of EMCC Netherlands
- Paul Olsen outgoing President of EMCC Norway.

### GLOBAL CODE OF ETHICS:

We continue to receive positive enquiries from outside of Europe into areas of work involving the EMCC. Accessing our Competency Framework is a popular request. Enquiries about the [Global Code of Ethics](#) are gathering momentum. Among these are two professional coaching bodies operating in the Asia-Pacific and South America who are considering adopting the Code. Other organisations are also applying to implement the Code with their membership and welcome the availability of professional practices produced through cooperation between professional bodies – on this occasion between EMCC and AC. Feedback tells us that co-operation brings clarity to those working in our industry.

### PUTTING THE 'M' BACK IN THE EMCC

I'm delighted to say that we have our first major project launch resulting from the EMCC International Mentoring Survey completed last year. This has been worth the wait and I thank Rossella Pin who is Vice-president of EMCC Italia for agreeing to lead this project. The title is: "Promoting the benefits and organisation of mentoring programmes within Corporate Organisations". The aim is to offer support to organisations demonstrating the value that EMCC can add. Of course, we are also hopeful that this support will attract greater organisational membership. This project is also an excellent internal and well as external opportunity for 'joined up' working across EMCC to avoid duplication of effort and make the best use of our valuable volunteer resources.

We have other projects in the pipeline and these will be publicised with requests for volunteer support on the EMCC website '[volunteer](#)' page as they come on line.

## EMCC GUIDING PRINCIPLES

Revisiting the EMCC Guiding Principles was the starting point of our current review of the EMCC Structure that has remained unchanged for the whole of our existence – 24 years!

The updated Guiding Principles received 100% acceptance from Council. I think these truly represent the ethos of EMCC and hope we can integrate them firmly into the fabric of our organisation and our professional practice. You can view these on the home page of the EMCC website.



Please remember to send your news for inclusion in future newsletters – we all want to hear from you and what's happening where you are!

Enjoy the rest of the newsletter!

**Very best wishes from Lise**

*Lise Lewis*



## 23<sup>rd</sup> Annual International Mentoring and Coaching Conference

1-3 March 2017 – Edinburgh, Scotland

**Irena Sobolewska**

**EMCC International Vice-president Operations**

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



The theme of the Conference is

**Professionalising your Practice**

Please visit the website for an application form to speak at our conference or simply to book your attendance.



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



## EMCC International explores ecoaching with eCoachPro and Pluform

**Stephen Murphy**  
EMCC International VP Marketing

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### DIGITALISATION AND COACHING

In today's digital world, technology provides many opportunities for communicating online. Integrating online communication in face-to-face coaching could offer several advantages, as it enables increased contact frequency, strong engagement and helps the development goal to stay top-of-mind.

### NEW COACHING SKILLS

On the other hand, the use of technology, web tools and the Internet in daily coaching practice requires new skills as the involvement becomes continuous and the dynamics of the coaching relationship change.

For example, the use of written communication (e-mail, chat, text message) in the coaching process enables coaching in an asynchronous way. The benefits of writing are thoroughly researched by Pennebaker et.al. Expressing oneself through writing structures thoughts, gains access to emotions and stimulates the reflective capability. On top, the a-synchronicity factor that is created by writing time and place independently creates the possibility of a higher contact frequency, a continuous coaching process and working in small steps.

Integrating writing, as a way of communication in your coaching engagement requires advanced skills like analytic reading and strategic writing. Building the coaching relationship is equally essential online as it is offline.

### ECOACHPRO AND PLUFORM PIONEERS IN E-COACHING

eCoachPro has done 5 years of academic research on how technology and writing can be integrated in traditional coaching practices. This has resulted in the establishment of

- **An academically supported competency framework for e-coaching**
- **A professional secure tool for online coaching**
- **A range of Masterclasses for coaches**

[www.ecoachpro.org/en](http://www.ecoachpro.org/en)

EMCC embraces eCoachPro's philosophy and their work as pioneers in the e-coaching field and will partner with eCoachPro and [www.pluform.com](http://www.pluform.com) (online coaching platform) to benefit the EMCC community. Late summer we will start with a series of blogs on this topic and a special offer will be made to the EMCC community.

**Calling All Volunteers**  
**Your EMCC needs you!**



**Read more about how to become an EMCC volunteer on our website**

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



## Accreditation

**Denise Whitworth**  
**EMCC International Vice-president Accreditation**

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## Are you interested in Mentor/Coach Individual Accreditation OR Mentor/Coach Supervision Individual Accreditation

How about a 1-2-1 conversation with an Accreditation Advisor about your

## TAILORED PATHWAY TOWARDS EMCC INDIVIDUAL ACCREDITATION

Anyone interested will fall into one of three categories:

1. Successfully completed a coaching/mentoring programme with an accredited EMCC EQA Provider i.e. EMCC EQA alumni interested in mentor/coach accreditation (EIA)
2. Successfully completed a supervision programme with an accredited EMCC ESQA provider i.e. EMCC ESQA alumni interested in mentor/coach supervision accreditation (ESIA)
3. Successfully completed equivalent qualifications that align with the EMCC EQA/ESQA i.e. qualifications already registered on the European Qualifications Framework (EQF).

**For a 1 to 1 one conversation about your accreditation options please contact [EMCC\(dot\)Accreditation\(at\)emccouncil.org](mailto:EMCC(dot)Accreditation(at)emccouncil.org) or the accreditation manager in your local EMCC country.**



**EMCC**  
European Mentoring & Coaching Council

**EMCC INDIVIDUAL ACCREDITATION**

We are delighted to announce the pilot opportunity for EMCC EQA and ESQA Alumni to apply, with member support, for their European Individual Accreditation (EIA) and/or European Supervisor Individual Accreditation (ESIA)

**10 Countries and 12 EMCC Programme Providers** are involved in trialling this exciting development: Czech Republic, France, Hungary, India/USA partners, Ireland, Italy, Netherlands, Poland, Turkey and the UK

**The EMCC Council** is pleased to announce that EMCC members who have completed coaching and/or supervision programmes are eligible to be accredited from January 2022

**Being ACCREDITED:** will EMCC demonstrate individuals as professional workers, credible and experienced, with sound professional knowledge, and the ability to demonstrate ability through practice against demanding and rigorous standards.

**Specifically INDIVIDUAL accreditation:**

- Provides greater certainty of the coach/mentor/supervisor competence and ability
- Enhances personal credibility and professional standing
- Demonstrates the awarded individual is continuously developing and always improving higher mentor/coach/supervisor ability
- Raises the credibility and standards of our profession
- Is more than a qualification - it recognises that EIA and ESIA holders are able to apply good practice in mentoring/coaching and mentor/coach supervision
- Provides a framework for personal development

**For more information contact:**  
[EMCC.Accreditation@emccouncil.org](mailto:EMCC.Accreditation@emccouncil.org)

\*The EMCC Council is responsible for EMCC strategy and allowing the organisation to be made up of delegates from each of the following affiliated EMCCs - Belgium, Croatia, Czech Republic, Denmark, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, Malaysia, Netherlands, Norway, Poland, Serbia, Sweden, Switzerland, Turkey, Ukraine and United Kingdom.



## Quality Update

**David Sleightholm**  
**EMCC International Vice-president Standards**

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**Quality is a relatively new work area of the International Executive Board and consists of Ethics, Competences, CPD, Supervision Policy and Competences, Diversity and Regulation.**

The aim of the work area is to revise existing policy and guidance and develop and promote them.

### ETHICS

We have published with the Association for Coaching the Global Code of Ethics. Please visit the [website](#). If you run your own organisation – however large or small, please [sign up to it](#). In the long run, our aim is to achieve one code of ethics for the whole industry. To find out more, contact

Nigel Cumberland [EMCC\(dot\)Ethics\(at\)emccouncil.org](mailto:EMCC(dot)Ethics(at)emccouncil.org)

## CPD

Discussion papers for the IEB are being converted into a policy paper for the profession, which we will publish on our website. To find out more, contact Marialexia Margariti [EMCC\(dot\)CFW\(at\)emccouncil.org](mailto:EMCC(dot)CFW(at)emccouncil.org)

## COMPETENCES

We would like to promote the use of competences for general benchmarking, reflection, supervision and training. We recently revised and simplified our [competency framework](#). We are linking with Research to consider whether there are new findings that might prompt further revision. Also, we are thinking about the structure of the framework itself. There have been calls for additional competences for specialisms, e.g. group coaching, mentoring, business coaching. Should we move to core competences and specialist ones? This might make them useful to more people, but might also make them less attractive to those who see them as overly complex. To find out more, contact Marialexia Margariti: [EMCC\(dot\)CFW\(at\)emccouncil.org](mailto:EMCC(dot)CFW(at)emccouncil.org)

## SUPERVISION POLICY AND COMPETENCES

The existing policy and existing competences are in need of revision and detailed work is underway. Possibly, the new guidance will be produced in the form of one document, so it is all easily accessible in one place. There have been discussions about what form of supervision we should support, and the conclusion is that supervision needs to deliver its objectives, and this is determined by its content and the behaviours of supervisor and supervisee. This can be achieved (or not) using a variety of forms of supervision. Contact Tom Battye [EMCC\(dot\)ESQA\(at\)emccouncil\(dot\)org](mailto:EMCC(dot)ESQA(at)emccouncil(dot)org)

## DIVERSITY

What does diversity mean when considering coaching and mentoring practice? We have a diversity statement, but it is in need of revision. What can we usefully say that will apply across the whole of Europe and beyond? What else might we do? A working group will be established in the Autumn to work on this. If you might be interested, more details are available [here](#).

## REGULATION

We help EMCC Affiliated Countries who are experiencing challenges from governments seeking to regulate practice, and collate these impacts across Europe. More strategically, The EMCC is leading the way in worldwide initiatives for the professionalisation of Coaching and Mentoring. In partnership with the ICF, we have developed 'The Professional Charter for Coaching and Mentoring'. The Charter has been approved by the European Union in Brussels to appear on their website dedicated to Self-Regulated industries. Click [here](#) to view a summary of the Charter and the click on 'Private Act' in the Linkbox. Of course, regulation offers protection for the client and the professional coach. Our current approach is to defend our wish to self-regulate. We need to consider how this will serve clients and professional mentors/coaches going forward. We need to devote more time and energy to this and therefore we are setting up a workgroup to explore it. We hope that we will have representation from a wide range of countries, especially those with experience of regulatory challenge. For information on the volunteer role of the WorkGroup leader role click [here](#) and for the group member role click [here](#).

## EMCC International Administration

EMCC(dot)Administrator(at)emccouncil(dot)org

The EMCC International Administration team work hard all year round, even when they are on holiday they are promoting EMCC!

