

Spring 2017



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## 7th International Coaching and Mentoring Research Conference

Greenwich University, London, 14 –15 June 2017







**Welcome from**  
**Dr Lise Lewis**  
 EMCC International President

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

**Dear EMCC colleagues**

We're enjoying Spring here in the UK with hedgerows bursting with new foliage, birds' song heralding nesting time, lambs frolicking in the fields and daffodils and tulips colourfully waving goodbye to the snowdrops and crocuses and signalling the end of winter ... and the sun is shining ... well it is today! Hopefully you're also finding pleasure in whatever nature is gifting you right now in your part of the world.

Here's some news to share with you as an introduction to the rest of the newsletter:

**PEOPLE NEWS**

We say goodbye to David Sleightholm as an EMCC International Executive Board (IEB) colleague. David made significant contributions firstly as International VP Standards and later as International VP Quality. David continues to volunteer as a WorkGroup member of the International Quality team and also as a newly appointed Governor of EMCC UK. At the same time, we welcome the appointment of Marialexia Margariti into this role of International VP Quality. Marialexia already has plans for further developing Quality giving EMCC the lead in regulatory and contributions to professional practice. Appreciation goes to you both for driving the development of EMCC.

Appointment to the IEB is for three years and the roles of International VP Operations and International VP Marketing are currently advertised. IEB members can re-apply and both are willing to be considered for re-appointment. If you find either of these roles interesting and appealing your application is welcomed and reinforces the ethos of EMCC for competitive selection through democratic processes.



A warm welcome to Christel Berghäll-Högström as incoming President of EMCC Finland and many thanks to Riitta Helekoski outgoing President for inspirational work in Finland and for volunteering to continue as a board member.

**COUNCIL NEWS**

An update on progress with the review of the EMCC structure reported in the last newsletter. The pilot agreed at the June 2016 Council meeting primarily to evaluate the availability of Council members to regularly participate in the development of EMCC is now complete. Council delegates are usually Presidents of Affiliated Countries and this commitment already brings a significant workload. The pilot projects were identified to inform Council's capacity for the potential increase in work generated by the development of EMCC.

The results of the pilot are currently being analysed and will be reviewed at the April 2017 Council meeting when decisions will be made about the future structure for EMCC. The outcome will hopefully be communicated to you through your country board and a news update from EMCC International.

**CONFERENCE NEWS**

The EMCC International Annual Conference was in Edinburgh, Scotland in March. The event was well supported and feedback confirms that the Conference improves every year. This is an amazing achievement thanks to the excellent organisational efforts. Speakers were engaging in their topics and informative in contributing to continuing professional development. The buzz of voices in the breaks proved yet again that the networking opportunities are a great way of meeting up with existing and new colleagues.

'Funtastic' is the only way to describe those brave enough to join the Scottish Country Dancing at the Conference Dinner. The meal was superb too! If you haven't attended an EMCC International Conference you're missing a feast of learning, enjoyment and vibrant networking with international colleagues.

A real bonus was the contribution made by EMCC UK in hosting extra events and supporting the conference arrangements – thank you!

The next opportunity is the EMCC International Research Conference in London on 14 and 15 June – go to [www.emcccconference.org](http://www.emcccconference.org) for more details and to book a place. Hoping to see you there!

Enjoy the rest of the newsletter!

Very best wishes from Lise

*Lise Lewis*

## Accreditation Awards

Congratulations to everyone who achieved an **EMCC EIA accreditation**

November 2016 – April 2017



### Foundation level

**Derek Corbishley** - United Kingdom  
**Catherine Kerckove** - France  
**Attila Kovacs** - Romania  
**Eveline Masetti** - Netherlands  
**Lai-Mooi Missler** - Netherlands  
**Mirva Nurmi** - Netherlands  
**Delphine Tariot** – France

### Practitioner level

**Nicola Baseley** - United Kingdom  
**Driek de Wit** – Netherlands  
**James Edgar** United Kingdom  
**Franca Errani** - Italy  
**Philippe Etienne** - France  
**Rob Glasbergen** - Netherlands  
**Robert Łęzak** - Poland  
**Kees Neven** - Netherlands  
**Eric Perret** - France  
**André Rimbault** - Switzerland  
**Alison Townson** - United Kingdom  
**Mick Wooding** - United Kingdom

### Senior Practitioner level

**Gamze Acar Bayraktaroğlu** – Turkey  
**Lucia Dannenburg** - Netherlands  
**Sandra Goddard** - United Kingdom  
**Damian Goldvarg** - USA  
**Angela Hill** - United Kingdom  
**Julie Holden** - United Kingdom  
**Angela Kean** - United Kingdom  
**Rossella Pin** - Italy  
**Marion Wolters** - Netherlands  
**Damion Wönfor** - United Kingdom

### Master Practitioner level

**Olivier Raynal-Benoit** – France  
**Angela Sabin** – United Kingdom

Congratulations to all training providers who were awarded an **EMCC EQA**

November 2016 – April 2017



### Practitioner level

**Schott & Co** - Netherlands  
**SLAM** – United Kingdom

Congratulations to all training providers who were awarded an **EMCC EQAR**

November 2016 – April 2017

### Foundation level

**SLAM** – United Kingdom  
**TPC Leadership** – United Kingdom

### Practitioner level

**TPC Leadership** – United Kingdom

Congratulations to all training providers who were awarded an **EMCC ESI A**

November 2016 – April 2017

Damian Goldvarg – USA

Olivier Raynal-Benoit - France



Congratulations to all who were awarded an **EMCC ESI A**

November 2016 – April 2017

Damian Goldvarg, The Goldvarg Consulting Group - USA



## Accreditation

Denise Whitworth  
EMCC International Vice  
President Accreditation

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## EUROPEAN QUALITY, GLOBAL RECOGNITION

EMCC International Accreditation Projects have continued to engage our European and International members and Professional Partners, and contribute to exponential interest and growth in Accreditations across all areas!

EMCC is driving forward standards of practice through:

- **EQA** - European Quality Award for providers of coaching and mentoring training assuring that training meets professional International Standards
- **EIA** - European Individual Accreditation for Coaches/Mentors to accredit professional practice as a Coach/Mentor

- **ESQA** – European Supervision Quality Award for providers of supervision training assuring that training meets professional International Standards
- **ESI A** – European Supervision Individual Accreditation for Supervisors to accredit professional practice as a supervisor
- **ISMCP** – International Standards for Mentoring and Coaching Programmes

### QUARTERLY HIGHLIGHTS

An International volunteer group has been established to provide **Programme Design, Delivery and Evaluation** initial guidance and support to new Accredited Providers – the aim is to build on existing good practice in programme design, delivery and evaluation, to encourage future developments across all EMCC Affiliated Countries, and to promote even wider EMCC participation and collaboration – **NEW VOLUNTEERS**, particularly from Individual Members, Corporate Members and established Programme Providers across all EMCC Affiliated Countries, very welcome!

EMCC European Quality Award (EQA) Accredited Programme Providers participating in the International EQA/EIA Pilot are working with alumni to support applications for the EMCC European Individual Accreditation (EIA). The **EMCC unique dynamic process** to validate **Professional Practice and Continuous Professional Development, benchmarked against international standards**, has been very well received by **Coaches and Mentors Worldwide**. This opportunity is available for all **EMCC European Quality Award ALUMNI, and GRADUATES of other Coaching/ Mentoring Equivalent Programmes and Qualifications**.

The EMCC Supervision Guide and Supervision Competence Framework publications are being used to support professional practice. An application of the revised EMCC Coaching Supervision Competence Framework was explored at the Edinburgh EMCC International Conference in March facilitated by Tom Battye, EMCC International Supervision and European Supervision Quality Award (ESQA) WorkGroup Leader, and Damian Goldvarg, EMCC ESQA Programme Provider, Goldvarg Consulting Group. Participants used the competences to review an example of observed supervision.

#### **EMCC European Individual Coach, Mentor and Supervisor Accreditation:**

- Assures clients of the **level of supervised professional practice**
- Raises professional **credibility and professional standing**
- Distinguishes the professional working to **demanding international standards**
- Demonstrates **continually developing capability and reflective practice**
- Provides a framework for **personal and professional development** and motivation to maintain effective **systems/ logs**
- Raises the standards and **credibility of our profession**
- Is more than a qualification - the EMCC European Individual Accreditations recognise an effective application of **outstanding practice**

#### **Enquiries:**

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

#### **International Standards for Mentoring and Coaching Programmes (ISMCP)**

For further information on this new programme opportunity contact EMCC International WorkGroup Leader Julie Haddock-Millar

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

The EMCC International Standards for Mentoring and Coaching Programmes (ISMCP) is an independent accreditation awarded to organisations designing, delivering and evaluating mentoring and/or coaching programmes either 'in-house' or externally. It is an integral and essential step on the path to establishing the professional credibility and status of good mentoring and/or coaching programme management, ensuring programmes are:

- Thoughtfully designed
- Systematically managed
- Significantly contributing to the development of participants, strategic drivers of the organisation and wider stakeholder objectives.

The underlying values and ethos of the accreditation process are **COLLABORATION, RECOGNITION AND DEVELOPMENTAL**. Learning is at the core of the process, identifying good practice and opportunities to continue to improve individual and organisational practice and learning.

### **EMCC ISMCP Case Study**



**Médecins Sans Frontières (MSF) Norway** is currently working with the EMCC International Accreditation Team to pilot ISMCP and accredit their mentoring programme.

*\* MSF is an international, independent, medical humanitarian organisation*

## 2016 EMCC Awards

The 2016 EMCC Coaching Award went to **University of Dundee/ Copenhagen** for their programme **Smile Healthy to Your Diabetes**.



The 2016 EMCC Mentoring Award went to **EGESYS R&D and Innovation Support Centre** from **Turkey** for their mentoring programme.



The 2016 EMCC **Solidarity Coaching Award** went to **Guilaine Roullier Arduin** from EMCC France for her support and leadership of the International Solidarity Coaching programmes.



Read more about the awards [here](#).



In 2017 we're celebrating our 25th Anniversary, there will be many special events including a special anniversary present for all members on the 25th of each month.

Watch out for our membership mailings on 25<sup>th</sup> or catch up on our special [25<sup>th</sup> anniversary web page](#). If there's a special gift that you'd like to see for one of these monthly offers do let us know.

Here are a list of the anniversary presents offered so far:

- 25 January - members will win 25% off the price of an EIA (or an EIA upgrade)
- 25 February - book the 7th International Research Conference and get 25% off the cost of the conference attendance
- 25 March - new 25 anniversary membership banners.



The winners of the 25 January offer are:

Chris Jackson  
Deborah Southon  
Eileen Mahoney  
Eleni Matraki  
Helen Franklin  
Jani Rubery  
Karen Mason  
Maxime Morris  
Mbeke Waseme  
Nic Brocklebank  
Nicki Hickson  
Trish Turner



## Volunteer Opportunities

EMCC is a not for profit organisation run by volunteers. We're always looking for more volunteers for our WorkGroups and Project Teams to support EMCC International work in our 3rd decade and to help implement our strategic goals.

Take a look at the [volunteer page](#) on our website for full details of all the volunteer opportunities and more information about being a volunteer. We're currently looking for volunteers in the following areas:

### ACCREDITATION

- Accreditation applicant follow up
- Accreditation assessor professional development WorkGroup leader
- Accreditation country collaboration and knowledge sharing WorkGroup leader
- Accreditation data manager
- Accreditation EIA renewal and upgrade project manager
- Accreditation EQA WorkGroup leader
- Accreditation EQA WorkGroup members
- Accreditation leaders
- Accreditation partnership managers
- Accreditation pilots project manager
- Accreditation sector liaison managers (x3)

### BOOK SERIES

- Book series co-ordinator

### CONFERENCE

- Conference - Annual International conference marketing
- Conference - Annual International Research conference marketing

### QUALITY

- CPD WorkGroup leader
- Diversity WorkGroup member
- Ethics WorkGroup member
- GCoE implementation co-ordinator
- Regulation WorkGroup leader
- Regulation WorkGroup members

### MARKETING

- Social Media graphic designer
- Social Media co-ordinator
- Sponsorship

### MENTORING

- Mentoring programmes in corporate organisations

### RESEARCH

- Research about coachees and the coaching relationship
- Research explorers
- Research journal support
- Research knowledge sharing database creation
- Research on mentoring

### OTHER

- EMCC International volunteer co-ordinator
- EMCC International legal support



## EMCC International Research – experience and knowledge sharing

Zoltán Csigás

EMCC International Vice-president Research

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EMCC International Research has been busy in the first months of this year. We have started up a number of interesting projects to help you in developing your coaching and mentoring practice – and also provide an opportunity for contributing as a volunteer. Take a look at the summary of these projects below.

### PAN-EUROPEAN COACHING SURVEY

Together with Jonathan Passmore, EMCC International Research has launched a survey of coaches and mentors across Europe. An on-line survey, with 20+ localised languages is aimed to explore the current coaching and mentoring community, focusing on basic information, questions around CPD, and ethical practice. A number of professional associations and bodies (e.g. AC, ICF, CIPD to name a few) have joined EMCC to support the project. Please contribute by completing the questionnaire yourself, and by spreading the news – and the link – through your network. Those of you who complete the survey can also enter a free draw for an *Apple iPad*. **The questionnaire can be accessed [here](#).**

## RESEARCH WEBINARS

A series of five webinars was launched in March - with the intention to bring research based knowledge to our members. Webinars will be presented on a monthly basis – with, amongst others, Professor David Clutterbuck, Michel Moral and David Ringwood – as speakers. Topics will include cultural and gender differences, goals in coaching and research regarding supervision. The first webinar took place at the beginning of March, with ethics and values as the focus. Take a look at the upcoming webinars and book your place now! Places are limited to 50 per webinar. Find the details of the programs [here](#).

## RESEARCH PROVOCATIONS REPORT SERIES – A NEW ISSUE AND FOLLOW-UP CONVERSATIONS

The first report of this series regarding the questions of coaching and mentoring research was published in June 2016. Now the next one – focusing on the challenges of measuring effectiveness and ROI in coaching and mentoring – has just become available in the EMCC International bookstore. As an EMCC member you can order your electronic copy for free or purchase a paper copy for a discounted price by following this [link](#).

To start up a conversation about the issues raised in the reports the authors have started to post short pieces on LinkedIn – answering the questions raised in the report from a subjective perspective. Questions from the first report are being discussed right now. Check out the following links and join the conversation.

- [LinkedIn conversation 1](#)
- [LinkedIn conversation 2](#)
- [LinkedIn conversation 3](#)
- [LinkedIn conversation 4](#)

Last but not the least I have to mention the Annual Conference as well, which hosted a number of interesting sessions, introducing new-research based practices to the attendees.

These were the highlights of the first months. I look forward to seeing you at the 7<sup>th</sup> International Mentoring and Coaching Research conference in London 14-15 June 2017 – if you haven't already booked your place then you can do so by going to [www.EMCCconference.org](http://www.EMCCconference.org).



## EMCC International Marketing

**Stephen Murphy**  
EMCC International  
Vice-president Marketing

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It's Spring again and new growths are pushing their way into the world! And so, in EMCC, we are also looking to see our new International Marketing approach start to blossom!!

Put simply, you can expect to see many more Social Media posts. Each month, we will have a different theme, covering EMCC Accreditations, Research and Quality related content. If you are interested in these topics – to blog, join-in existing conversations, start new ones or merely just to read - please visit EMCC International Social Media pages on LinkedIn, Facebook and Twitter at:

**LinkedIn: European Mentoring and Coaching Council – EMCC**

<https://www.linkedin.com/groups/1492277>

**Facebook: EMCC European Mentoring and Coaching Council**

<https://www.facebook.com/EMCC.EuropeanMentoringCoachingCouncil/>

**Twitter: EMCCouncil**

<https://twitter.com/EMCCouncil1>

Our Sponsorship Team is now active in seeking new opportunities for organisations to become involved in EMCC by sponsoring some of our planned initiatives. If you would like to know more yourself, or can think of someone else who might, please contact me directly via email (see above).

This year is our 25th Anniversary. You'll see lots of chances to participate in our celebrations. Keep a watch-out on the 25th of each month!

We are still looking for volunteers to help with our International Sponsorship, Social Media Coordination and Social Media Graphic Design. If you have some time to spare, please let me know or have a look on our [volunteer page](#) on our website.





## Interview with Marialexia Margariti – EMCC International Vice-president Quality

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

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

**Marialexia:** Let me think, if I continue working like this in EMCC I might not be able to say whether I am actually working on anything else. I am joking of course, still there is an element of truth!

So let's see what else. I am a trained psychologist and psychotherapist with two speciality areas, Applied Occupational Psychology & Humanistic Integrative Psychotherapy. I have been a corporate citizen for more than 15 years before establishing my own practice where I worked in the areas of Human Resources, Brand Management and Advertising & Communications. During those years, I led international teams, I travelled extensively and I had the privilege of working with a really wide range of cultures that equipped me with a very rich perspective of the world, beyond the pure business experiences.

In 2009, I established my private practice that has two distinct elements: I am working as a corporate coach with organisations on an individual and team basis and as a psychotherapist with private clients. I am also supervising coaches in the last 2 years. And beyond EMCC and work...I am the proud godmother of a lovely girl and aunt of an 'I don't agree with you' adolescent! I continue to travel as much as possible since I am feeling so fulfilled when exploring new parts of the world. And those who know me, know that enjoying a concert, attending a good theatrical performance and watching a movie are the three things that keep me happy!

**And tell us a bit about your volunteer work in EMCC**

**Marialexia:** It is true that the last seven years EMCC became a key part of my life, either working with my colleagues in Greece to establish EMCC Greece or leading the EMCC Competencies and CPD work group for the last four years! We founded the Hellenic Coaching Association at the beginning of 2010, a team by 34 professionals, with the aim of promoting and creating a community for coaching with a clear international perspective that was proven through our affiliation to EMCC in June of that same year. I worked with my colleagues for six consecutive years either as VP Standards or as President in the local board and our

collective efforts and hard work resulted in the establishment of EMCC Greece in the market and its recognition as a professional association that strives for high quality standards. Moreover, we have been socially responsible & active contributors, using coaching as the vehicle. Our Solidarity Coaching Program, in which I have been a member of its Organizing Committee since its inception, has been receiving awards both in Greece and from EMCC International

**What makes, in your opinion, Quality a significant pillar for EMCC?**

**Marialexia:** Quality is a single word that covers five different areas in EMCC: Regulation, Ethics, Competencies and CPD, Supervision, Diversity and Inclusiveness. I wouldn't even dare to enter into more details for each one of those as it would take an interview each. I am sure though that only by reading the names of these five areas, it becomes apparent why Quality is a significant pillar. It is because it focuses on all those key elements which are crucial for every coach, mentor and supervisor throughout his or her professional practice and, moreover, throughout his or her personal development. And they are crucial because they are actually the determinants of good professional practice, the pillars that hold the 'roof' that is called high professional standards in the edifice that is called EMCC. So Quality is an important part of our association because it brings together the areas that contribute to the devising of professional standards and their dissemination and regulation.

**What are EMCCs plans for the area of Quality for 2017 and beyond, and what you think your biggest challenges will be?**

**Marialexia:** The strategy for the area of Quality is to shape, through our plans and projects, an environment that supports professional Coaching, Mentoring & Supervision. So each of the five areas I mentioned previously will be working in this direction through a number of key enablers which will support the shaping of the professional environment we are aiming at. Let me give you some highlights of EMCC plans for the area of Quality: We are aiming to enable Global Code of Ethics to become an Industry Standard which will be signed up by an increasing number of other professional bodies. As a reminder, it has been created in cooperation with Association for Coaching. EMCC wants to actively contribute to and influence EU regulatory developments because it is core for a profession the way it is regulated by international and local/governmental bodies. To this end, we will be striving to assist countries that deal with local regulatory actions by government or otherwise via also sharing of information around regulatory affairs. We aim to establish EMCC definitions for Diversity and Inclusiveness (D&I) and update what we currently have in terms of policies so to reflect

current reality in D&I. Last but not least, the work on keeping EMCC's competence frameworks for coaching, mentoring and supervision up to date and aligned is on-going and is informed by the very use of those frameworks by our members and training providers.

There is a challenge indeed and this is to be able to maintain the level of commitment necessary to materialise our plans and strategy. Even before this, the challenge is to be able to inspire as many volunteers are needed to bring our strategy to life. It is very important not to forget that we are a voluntary organisation and our volunteers – as ourselves – are devoted and offer their private time to this cause because they believe in the cause. There is nothing else that keeps me contributing other than the existence of an inspirational strategy.

### What do you enjoy most about being part of EMCC?

**Marialexia:** I will start by saying that I do not only enjoy being part of EMCC; I am proud to be part of this union of peers who work to professionalise this profession. It all started for me with our vision to establish the standards of coaching profession in Greece few years ago and now I am working at European and international level with the same aim only at bigger scale: to professionalise coaching, mentoring and supervision. I enjoy the feeling of being part of a single vision, I enjoy the different perspectives that help shaping EMCC strategy, I enjoy the sharing of a passion! I feel honoured to be able to cooperate with all these high class professionals and I hope I can add my small contribution to this valuable cause.



### Interview with Luc Rossion EMCC Belgium President

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

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

**Luc:** My main activities are in executive interim management: I head up a company or a project team to manage a period of transition, crisis or change within an organisation. It usually takes 1 to 2 years to complete the project or to handover the healthy-again situation into new hands.

I studied engineering at the University of Liège and I also got certified in knowledge management by the

University of Brussels. That's the reason why companies call on me. But most often, the issues they face are not technical but in the human relationship.

That's why the most useful training I received was the coaching programme CT+ ('Coach and Team' by Transformance) in 2004.

Today, I work 4/5 as an Executive Interim Manager and 1/5 as a coach, specifically within SMEs. I'm also involving myself in the board of an entrepreneurs club in Belgium, called Apo.G where I am in direct contact with many high-level experts in a wide range of fields.

Besides that, I am a lucky husband, the father of three and the proud grandfather of a wonderful little girl who was born in February.

### And tell us a bit about EMCC Belgium?

**Luc:** The Belgian ECA 'European Coaching Association' was established in 2007 on a model similar to the French 'Association Européenne de Coaching': engagement to volunteering, solidarity coaching, humanist and European values, monthly events. ECA joined EMCC in June 2014 and became EMCC Belgium.

The association experienced ups and down. The last years, the number of members was stable (about 50), the volunteers were fewer and fewer and the board members more and more overloaded. In June 2016, during the General Assembly, it was established that nobody wanted to take over the role of the President, who was resigning.

Three months later, the board was going to start the dissolution process. When I heard that, I started writing an email to the members I knew, to ask each of them: 'Does the existence of EMCC mean something to you? Or will the world be doing as great without it?'

The response rate and the enthusiasm for a living EMCC in Belgium led me to run for president. Then I started to build a team with those who wanted to get on the bus, to paraphrase Jim Collins: first who, then what. The 'whos' were endorsed during an Extraordinary General Assembly last January, preceded by a one-day collective intelligence experience to define the 'what'.

30 participants internalised the vision of EMCC '*to develop, promote and set the expectation of best practice in mentoring and coaching across Europe and beyond, for the benefit of society*'. They chose four main values for the coming year: exemplarity, simplicity, fertility, humour.

They also started fixing priorities for each of the six 'poles of attractiveness': Membership, Communication, Accreditation, Research & Legal, Solidarity, Events.

The board (10 highly motivated administrators) meets every three weeks, the quantity of emails between us is colossal, the enthusiasm is growing, as well as the number of effective members.

## Tell us more about your organisation

**Luc:** Brigitte Schmerber is Vice-president and also leads the pole 'Accreditation'. With her team of volunteers, she will promote the accreditation and help our members to get accredited (EIA) and the Belgian coaching schools as well (EQA).

Alexandra Borg remains as Treasurer, function where she already just excelled.

Antoine Parmentier is our General Secretary and also leads the pole 'Solidarity'. With his team of volunteers, he will promote Solidarity Coaching, from the side of the coaches as well as the not-for-profit associations.

Suzanne Servotte leads the pole 'Membership'. With her team, she takes care of our members, she informs the future members and she enquires of ex-members why they do not renew.

Jacques Dekoninck leads the pole 'Research and legal aspects'. With his team he will ensure that our members are always up-to-date and fix any professional ethics or legal issues.

Sophie Feltrin leads the pole 'Communication', which includes the website update, the newsletters publishing, but also networking with the coaching schools, with the entrepreneurs clubs, chambers of commerce etc.

Philippe Kerstenne and Nathalie Sylvestre and their team manage the events: practical organisation but also aim of the events related to the vision we all have for EMCC Belgium.

The former president, Benoît Charlet, is still within the board and helps us with a smooth transition.

## What are EMCC Belgium's plans for the next year and what do you think your biggest challenges will be?

**Luc:** We expect to grow and become as well known and renowned as ICF in Belgium. At the same time we want to emphasise the quality of the coaching in Belgium, prior to quantity.

There is a lot to be done: the website should be completely rebuilt (and in our country it must be multilingual); communication with, from and between our members should be facilitated; we have to go and meet the coaches, the coaching schools, the business community, the corporate world, the media; we should keep an eye on the political projects related to the coaching world, in good relationship with ICF.

We also want to actively get back into the International EMCC because it is a rich, competent and generous body and perhaps we did not correctly appreciate this in the past few years.

But first of all, very pragmatically, we must have a database with a unique and reliable information on our

members, ex-members, prospects and subscribers. This really is the basis for all the rest and presently, I must say it's a complete mess.

The biggest challenge will be to balance our ambitions and the availability of the stakeholders. Indeed we encourage our members to join our attractiveness poles as their time and interest allow. We promise not to blame anybody who would temporarily leave his engagement because of workload or any other personal reason. We want our members to feel free to engage and disengage as they believe it is the best for them.

## What do you enjoy most about being President of EMCC Belgium?

**Luc:** I consider myself as an Executive Interim Manager, also as President of EMCC Belgium. What I like about that job, it is the dual role: as a consultant who makes a diagnosis of the situation and as a manager who is fully part of the team and will later hand over to somebody else.

I enjoy the life around me, the shared enthusiasm, the energy of some team members, the seriousness of others, the humour of still others and the essential goodness of each of them. I am awed by the time, energy and competence the board members volunteer to our association.

I also must say that I feel really happy because my own need for recognition is widely fulfilled by the many contacts in the role.



## Interview with Irena Antolic – EMCC Croatia President

[HR\(dot\)president\(at\)emccouncil\(dot\)org](mailto:HR(dot)president(at)emccouncil(dot)org)

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

**Irena A:** With background in psychology and economics, through all of my professional life I am manifesting my passion for growth and development of individuals and organisations.

I started with growing my own business (marketing, sells and publishing) to the level of international heterarchy organisation, then made a huge turn in carrier, so for last 12 years I work with other organisations and individuals as a professional coach, facilitator, mentor.

Being fascinated with the depths of human psyche, I'm also deeply involved in research of enhanced states of consciousness and its transformative and therapeutic potentials, in academic and applied contexts.

Working all around Europe, I travel a lot, so I appreciate quiet times at home, but not for too long.

In my private time, when not engaged with EMCC, I invest a lot in personal and professional growth (it usually means traveling again for studies, education, workshops), connecting with friends and family, playing with my dog, dancing, snowboarding.

### And tell us a bit about EMCC Croatia?

**Irena A:** EMCC Hrvatska (Croatia) was founded in 2013, with the aim to help promote and bring to Croatia standards for coaching and mentoring, professions that are relatively young in our country.

Our mission is to serve coaches, mentors and other stakeholders in their professional and personal development through learning communities, resources, and opportunities to develop skills that will contribute to the growth of performance of our members, to promote EMCC standards and best practice, and to contribute to recognition of the profession.

In the last three years we grew exponentially from very few members to almost 40 today, and are expecting to grow in the same rhythm (about 100 % per year) also in 2017.

We are building place of connection for our members and other stakeholders through 'Knowledge Club' meetings – where we cover basic topics (ethics, competences, contracting etc) in a way that people can exchange their experience and also learn what are the EMCC standards on given topics. As well, we organise mini-conferences, so far with David Clutterbuck, and we hope that soon we will have a capacity to organise bigger regional conference.

Also, we try to raise awareness about the importance of supervision; Michel Moral helped us a lot by delivering a two day workshop on supervision last year.

Our members are getting more involved at the local level, but also in EMCC International groups (Research, Diversity, Decision Making).

### What's the mentoring and coaching market like in Croatia?

**Irena A:** My perception is that Croatian market is still very 'young' and unregulated, and that we have a lot of work to do in order to bring professional standards and understanding of coaching and mentoring as we see it in EMCC.

Together with Nebojsa Jovanovic, EMCC Serbia President, we are in a process of developing the first regional EMCC accredited coaching & mentoring school.

We estimate that in Croatia there are maybe about 20 professional external coaches. However, there are much more people who went through education of AoEC or OCM Practitioner Level programs, and more internal coaches in organisations.

Mentoring is a very new concept in Croatia, though some of international companies have their mentoring programs.

### What are EMCC Croatia's plans for the rest of 2017, and for 2018, and what do you think your biggest challenges will be?

**Irena A:** Since we grew 200% in the last two years, we also got some new members who really want to actively engage with EMCC Croatia. That gives us opportunity to do more in all the aspects of our activities, so this year is 'restructural' for us. There is a big challenge in this – to make sure that members actively engaged in promotion, events, supervision etc. do understand the standards and values of EMCC, and to find balance between our ambitions and amount of available energy and time of our members.

Apart from already mentioned activities, in 2017 we got more involved in building awareness about importance of supervision and accreditation, and are starting to look into a concept of Solidarity Coaching.

Since 2017 is an election year, we hope to start 2018 with an extended Board (so far, we are only three people).

Considering the difficult economic situation in Croatia, the other great challenge and goal for this year is to develop a model of financing that could support work of our organisation.

### What do you enjoy most about being President of EMCC Croatia?

**Irena A:** I've been on this position for last three years, and I truly feel honoured by the opportunity to be part of EMCC community. This position didn't bring me only responsibility, but also a great opportunity for CPD, through exchanging practices and learning from other EMCC members – and this is what I'm truly grateful for.

Coaching and mentoring are young professions that transform and develop rapidly. I find it a great privilege to be 'at the source' of it.

As a person who constantly tries to widen her horizons, I truly enjoy EMCC environment, and learning from diversity and cooperation.

In my experience, coaching is usually quite a 'lonely' profession. Being a part of EMCC is a great pleasure also because of building connections and relationships with other fellow coaches/mentors.

It is great joy to do something I believe is important and worthwhile, in a community of likeminded people, and to have fun while doing it!



## News from Ireland

**Brian Crowley**  
EMCC Ireland Council  
Member

I am an EMCC Ireland Council member and have been facilitating a working group in Ireland titled 'EMCC Senior HR Panel' since April 2016.

The membership, drawn from personal contacts of Council members, comprises HR professionals (currently 7), working for large companies in Ireland, with responsibility for the provision of coaching/mentoring within their respective organisations.

The panel is a forum for sharing ideas, evolving best practise, and insights on coaching and mentoring. Inevitably wider people performance management and development challenges within organisations also come within our remit. Members are encouraged to bring up relevant 'top of mind' issues for discussion with what is effectively a peer group of HR professionals.

Members have commented favourably on the value that they get from participation in the sessions. The only challenge relates to scheduling meetings to ensure that we maximise attendance. We have recently moved from a monthly to a two monthly meeting cycle.

Our hope for the panel is that it will enhance the standing of EMCC as the coaching body of choice for corporate purchasers of coaching services. We plan to make presentations to the panel on EMCC standards, ethics and our accreditation process over the next few months. We ask the panel for topic and speaker suggestions for EMCC Ireland monthly events and our annual conference.

The panel is also a forum which we can use to share and discuss research findings from various sources.



## News from Luxembourg

**Mary Devine**  
EMCC Luxembourg  
International Relations and  
Marketing Manager

### EMCC LUXEMBOURG - 10 YEARS – GOING STRONG – MAKING A DIFFERENCE!

On 20th March, we at EMCC Luxembourg culminated our 10th Anniversary with a conference and networking cocktail with our guest speaker Issac Getz. The event was organised in partnership with the POG at the prestigious Auditorium of Lalux with 200 guests from the coaching, human resources and leadership community in Luxembourg.

Marie-Brigitte Bissen, our President, welcomed Isaac Getz and our guests warmly and paid tribute to the founding members and all those who over the years – members and volunteers - have contributed to the creation of an association which lives its values of professionalism, sharing and conviviality. She did not mention herself, but I say so here on my behalf and on behalf of all our members - *'Thank you, Marie-Brigitte for your drive, passion and inspiration in leading our association to where we are today!'*



Isaac Getz, writer, speaker and researcher has studied successful companies for the past 25 years and their ability to reinvent

themselves to remain top of the game. His two most recent books include *'Liberté & Cie'* translated into to English *'Freedom Inc.'* and *'La Liberté, ça marche'*. In his talk on ***'Can all managers become liberating leaders?'***, he shared with us what these successful enterprises had in common and how leaders can create an environment in which employees not only give of their best but have fun doing so!

He illustrated this philosophy with humour, personal anecdotes and snippets from TV programmes about some of the 'liberated companies' already in existence. The two central tenets of this philosophy of management are *freedom* and *responsibility*. In essence, by tapping into people's potential and fulfilling their basic psychological needs – we can move our teams and organisations towards dynamic, fulfilling and successful work places. Leaders can create an environment of trust and respect for each individual, provide opportunities for people to reach their potential

and give them the space to be self-directed ... by putting themselves at the service of their staff and teams.

Professor Getz received a warm ovation from the audience, and the buzz and excitement in the room was evident as guests mingled and talked at the cocktail afterwards. It was a warm and fun occasion as people reconnected, met new people and took inspiration from Professor Getz's speech.

As our 10<sup>th</sup> year comes to a close, I look forward to the next 10 – building and reinforcing our vibrant community, continuing our important work together as we strive to fulfil our mission in the world!



**EMCC Luxembourg Board Members**



## 23<sup>rd</sup> International Annual Conference Review

**Liz Clothier**

**EMCC UK**

**Knowledge Exchange Director**

This year the 23<sup>rd</sup> EMCC International Conference was held in the beautiful, vibrant, historic, city of Edinburgh, the capital of Scotland. The sun shone on us during the day and the spectacular Edinburgh castle illuminated our night sky. We had pipers, Scottish dancers, fringe events, haggis, networking, ceilidh dancing and lots of cups of coffee. All in all it was a busy, exciting, wonderfully orchestrated event and we all needed a restful weekend to recover afterwards!

'What about the actual coaching and mentoring sessions?' I hear you ask. They were wonderful too and over the three days many of the conference delegates said they wished they could be in two places at once, there was so much of interest to attend. The theme of the conference was 'professionalising your practice' with over 40 sessions addressing the streams of Competence, Results and Practice.

In true Edinburgh Festival style, EMCC UK decided to be creative and introduced two additional Fringe Events

that were run prior to the main conference. The first of these was 'Showcasing internal coaching and mentoring in Scotland' and the second considered 'Coaching for health, well-being and cultural change'. Both were well attended, stimulated high levels of discussion and definitely offered a valuable optional-extra to the conference.

### Here are my highlights of the three days:

**Baroness Tanni Grey-Thompson DBE** delivered the keynote speech to kick off the conference. Her narrative was infectious, interspersed with amusing anecdotes. I came away feeling that I knew so much about this inspirational woman who had been so generous in sharing the story of her life with us.

**Dr Jennifer Denyer** presented a stimulating, participatory workshop about embracing paradox within coaching. She works with elite sporting performers and considered the part paradox plays within the coaching relationship. I am in discussion with Jenny to investigate how EMCCUK Knowledge Exchange might support her in her on-going research.

Another memorable event was an informative, guided tour around the Edinburgh old town, accompanied by a piper. This followed a welcome reception, hosted by EMCC UK, to thank everybody for coming to the conference. Walking around the city on a cold, clear March night; learning about some of its fascinating history, was an occasion not to be missed.

On day 2 **Lesley Matile, Sarah Gilbert and Eve Turner** described how they had set up a 'Supervision Chain'. We were given best practice tips for how we might collaborate with our peers to establish a supervision chain for ourselves. This is something I would definitely find helpful as a supervisory support for my practice and to improve my professionalism.

Later in the day I attended a session by Linbert Spencer; 'Unleashing the power of inclusion'. Not only does he have a great name, Linbert made real sense. He emphasized that inclusion lies at the heart of high quality sustainable teams and organisational performance. I came away with lots of bulbs lighting up in my head and a memorable formula for optimizing performance.

At the end of day two the conference dinner was held at the Sheraton Hotel. A wonderful opportunity to network, eat Scottish fare and join with the other delegates in a Highland Fling – exhausting!!

On the final day I attended a highly practical session presented by **Janice McNamara** about 'How do you build on what the client already knows to ensure a lasting impact?' Janice enabled us to consider how we might draw on the clients' professional competencies to co-create tailored mentoring. I came away with lots of ideas of how I might put this into use within my practice.

