

December 2009

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**EMCC 17<sup>th</sup> Annual Conference : 18-20 November 2010**

**Mark the date in your diary!**

[www.emccouncil.org/eu/public/annual\\_conferences/index.html](http://www.emccouncil.org/eu/public/annual_conferences/index.html)



Please forward this newsletter to colleagues who may be interested in the EMCC.

**Notice:**

EMCC exists to promote good practice and the expectation of good practice in the mentoring and coaching across Europe.

If you would like to comment on this newsletter please contact [EMCC.editor.newsletter@emccouncil.org](mailto:EMCC.editor.newsletter@emccouncil.org)  
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## Dear Colleagues

It was great to see so many of you at the recent EMCC conference in Amsterdam. I look forward to seeing many more of you in Dublin at our next conference 18-20 November 2010.

As we all prepare for the Christmas and New Year festivities, this newsletter brings your wishes from all our affiliated countries, together with a short review of 2009 and their plans for 2010. So let me join in the process and tell you about EMCC. I'm please to say that we have made good progress against our 2009 strategic priorities:

- Assure a financially robust organisation that enables future growth
- Create a structure suitable for future EMCC needs and supporting strategic priorities
- Launch EIA
- Deliver EQA across Europe
- Create new communication and marketing forum for EMCC including new website

For 2010, our new year's resolutions (or strategic priorities) are:

- Strengthen EMCC leadership – both internally and externally
- Continue spreading EQA across Europe
- A full European launch of EIA
- Investigate and launch new products e.g. possibly a supervision EQA/EIA
- Engage all our members in defining what EMCC means by coach and mentor
- Launch our new EMCC website and continue to improve our communication and contact with members
- Work with each affiliated country to assure local presence, global reach
- Continue EMC growth by affiliating new countries
- Work with other coaching and mentoring bodies towards one globally recognised code of ethics
- Work with other coaching and mentoring bodies to gain self-regulation status of the coaching and mentoring profession

So all that's left is for me to wish you and your families a peaceful Christmas and a prosperous new year.

Sincerely yours

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

### From the Admin Team...



**Sarah Lester Sarah Rhoads Jane Watherstone**

It has been a pleasure working with EMCC during the year and of course a wonderful opportunity to meet many of you at the 16<sup>th</sup> Annual Conference. We wish you all a wonderful Christmas holiday and a happy, successful and fun 2010.

We look forward to continuing our relationship in 2010 and of course to another successful conference in Dublin.



## Belgium

**Nathalie Alsteen**

[BE.President@emccouncil.org](mailto:BE.President@emccouncil.org)

### Joyeux Noël et meilleurs voeux pour l'année nouvelle

ECA-EMCC Belgium has been busy with different activities en 2009. During the year, we have presented conferences, workshop and network meetings on different themes such as "mind and body", "search for meaning" and "performance". Our may activity was very successful with a 450 people attendance on the conference with DR Thierry Janssens, writer on his book "La maladie a t'elle un sens ?" and the link in coaching.

We also developed the solidarity coaching and launched the "solidarity coaching prize 2009" which was won by an non profit association "Garance" involved in violence prevention. Some of our coach members will to achieve the objective set by Garance.

In 2010, we will stay active in meeting our members through our monthly activities and focus on solidarity coaching.



## Boznia & Herzegovina

### Sretan Božić



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twitter



## Czech Republic

**Roman Chudoba**

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

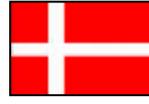
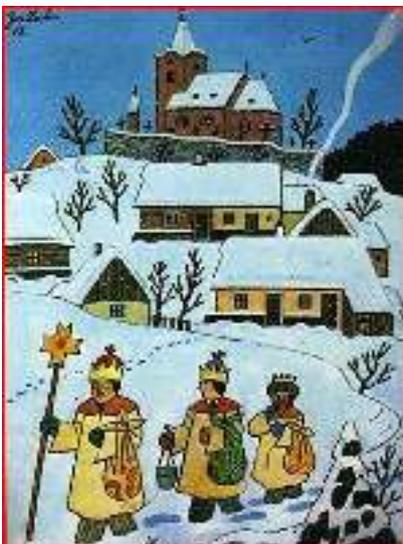
### Veselé Vánoce a šťastný nový rok

In 2009, EMCC Czech focused on spreading its activities to companies, which are buyers of coaching or mentoring services. Some of them even became EMCC members. We also started co-operation with academic institutions. One university also became a member. We organised several discussion events, which were focused on various HR related issues and were very positively accepted.

- Each 4<sup>th</sup> Thursday Club Evening scheme established during spring and 6 of them already conducted.
- David Clutterbuck's seminar to be held on 9<sup>th</sup> December.
- New strategy on members acquisition formulated focusing also on coaching and mentoring clientele in non-business areas (i.e. sports, show-business)
- Conducted PR activities to promote mentoring and coaching and their effective use in business and non-business environment

In 2010 we want to acquire many new members, not only coaches but also companies, which buy these services. We want to continue with our successful discussion events on actual HR topics so they are a real sharing experience platform for all interested parties.

- Jour de Fix for Club Evenings will continue
- Conference on System Coaching Programs within companies
- Seminar on Mental Toughness for managers and golfers
- Conference on Mentoring



## Denmark

**Mette Mejlhede**

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

### Greetings from Denmark

2009 was a year of consolidation and focus on quality in the form of the Coaching Barometer, a survey of the Danish coaching market, a number of activities for members and guest as well as a growing interest in the EQA. The big activity of the year was the annual conference and general assembly in October. The year also saw a change in the board, where Kirsten M. Poulsen left the position as president and handed over to Mette Mejlhede.

2010 will be a year with even more focus on quality. Several organisations have already applied for the EQA and we will train a number of Danish assessors to work as ambassadors for the quality initiatives of EMCC. Also we will continue with workshops and meetings for members and guest as well as we plan to implement the Coaching Barometer again.

**EMCC Danmark ønsker alle glædelig jul og godt nytår**





**Tuula Lillia**

[FI.President@emccouncil.org](mailto:FI.President@emccouncil.org)

## Warm Christmas Greetings from Finland

EMCC Finland 2009: Our first year as EMCC started actively thanks to two member forums, where potential members also were invited. During 2009 our membership grew by 40 % and we are now 25 members. One of the important occasions for us was the establishing of the pool of experienced mentors for entrepreneurs in Southern Ostrobothnia. The Women's Enterprise Agency also became European Enterprise Awards Winner 2008-9 and an international book in e-mentoring was published. All of our focus was in mentoring.

EMCC Finland 2010: Our main target is to increase the number of members by making EMCC more known all over the country via seminars and open forums. More buyers of coaching/mentoring services and in addition coaching professionals will be particularly welcome to join EMCC Finland. Since the surface area of Finland is pretty large it is a challenge to extend the activities over the whole country. Co-operation with similar associations will also be activated.



**Patrick Amar**

[FR.President@emccouncil.org](mailto:FR.President@emccouncil.org)

## Joyeux Noël et bonne année





## Germany

**Peter van Eyck**  
[DE.President@emccouncil.org](mailto:DE.President@emccouncil.org)

Since the beginning of this Year, the EMCC Germany has a new President. Peter van Eyk took over the office of the President from Stefan Mette, who during the Pioneer phase of the EMCC promoted EMCC in Germany.



Peter van Eyck (middle), will be supported by Edith Preuss (left), Berlin, Ulrike Doepgen (right), Cologne and Michael Thiel, Hamburg as Vice President in its work.

### Our targets in 2010 include:

- Training Assessors and forming a German panel to push EIA and EQA, publishing articles concerning these issues and running local conferences
- An offensive to engage and gain new members with a minimum of 100 by the end of 2010.

**EMCC Germany wishes  
all Members and Friends  
a Merry Christmas and  
a Happy New Year.**



## Hungary

**Terezia Koczka**  
[HU.President@emccouncil.org](mailto:HU.President@emccouncil.org)

### Boldog Karácsonyt



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## Ireland

**Paula King**

[IE.President@emccouncil.org](mailto:IE.President@emccouncil.org)

We have had a busy year here in Ireland since we signed our Affiliation Agreement with EMCC in December 2008 in Prague – has it really been a year! We have a new Governing Body for EMCC IE and have spent time ‘bedding in’ and getting a clear vision in place for the organization. Coaching is a vibrant industry in Ireland and we want to ensure that we are adding genuine value to our members. We were delighted to welcome delegates to our first National Conference which was held in Dublin in October 2009. Our keynote speaker was the wonderful Professor David Megginson. The title of David’s speech was “Should Performance Coaches Focus on Performance” which triggered real debate and discussion. We were also delighted to welcome speakers from Microsoft, Enterprise Ireland, ESB and CIPD. It was a wonderful day, enjoyed by everyone present.



Our big focus now, of course, is hosting the EMCC International Conference which will be held in Dublin on 18-20 November 2010. The EMCC International Conferences have

become a must for anyone genuinely interested in the coaching profession. In Ireland we do not intend to let the high standards slip and we guarantee a beautiful venue, world renowned keynote speakers, cutting edge workshops, stimulating coaching dialogues and, naturally, great ‘craic’. Please do put this date in your diary and we will be there to give you a big Irish Welcome to our shores.



**Until we meet again may I wish you “Nollaig Shona agus Athbhliain faoi Mhaise Duit”**

**Happy Christmas and a Prosperous New Year to all our friends in Europe from your Coaching Colleagues in Ireland!**



## Luxembourg

**Marie-Brigitte Bissen**

[LU.President@emccouncil.org](mailto:LU.President@emccouncil.org)

## Schéi Chrëschtdeeg



**facebook**

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## The Netherlands

**Alexander Vreede**

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

In 2009 EMCC Netherland, in this case represented by Alex Engel and Menno Prins, was actively involved in the (re)development of the EIA and



EQA. EMCC Netherland hosted several meetings in Amsterdam to support the EMCC creative team to come to a joint understanding about this system and to create the necessary basic components.

We also invited all local training institutes to investigate their interest in EQA. We formed a committee to guide the transformation from the Dutch certification system to EIA.

Last November the Dutch EMCC grew to over 2,000 members - a new milestone in our history.

A sadder milestone in the history of the Dutch NOBCO/EMCC is that their founder and Vice President of EMCC, Alex Engel, decided for personal reasons to step down from his position as board member of both the Dutch EMCC and the European executive board. He wants to make time for his study of new methodologies in coaching, the running of his own Coaching firm and the writing of a new book.

Besides their own Dutch NOBCO/EMCC Conference on September 26th (300+ participants) the Netherlands this year also hosted a very successful three day 16th international EMCC conference from 26-28 November in Amsterdam, with over 200 participants..

In 2010 EMCC Netherland main focus will be the transformation of the Dutch certification system to the EIA and EQA system. There will be also a renewed set-up for Network gatherings with a speaker, throughout different locations in the country, a renewed website and a new PR strategy to create more knowledge on coaching (and mentoring) within organisations. But, to start with, we're organising our 7th anniversary on January 15th.



## Poland

**Maciej Bennewicz**

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

### Nasze osiągnięcia w roku 2009

- W roku 2009 nasze stowarzyszenie powstało i już dziś liczymy 39 członków i mamy już kolejnych chętnych do wstąpienia w nasze szeregi
- Latem zorganizowaliśmy spotkanie liderów polskich środowisk coachingowych między innymi z ICF Polska, ICC Polska, Polskiego Stowarzyszenia Coachingu i Polskiego Instytutu NLP na panelu dyskusyjnym dotyczącym etyki i standardów coachingu
- Również latem zorganizowaliśmy konferencję dla członków i gości połączoną z warsztatami i superwizją grupową
- Jesienią zorganizowaliśmy otwartą konferencję poświęconą coachingowi i mentoringowi z udziałem prof. Davida Clutterbucka w murach gościnniej Akademii Leona Koźminkiego.

### Plany na rok 2010

- Organizacja Walnego Zgromadzenia członków i przedstawienie prac Zarządu po pierwszej rocznej kadencji. Wybór nowych władz na kolejną kadencję
- Organizacja konferencji połączonej z warsztatami i superwizją grupową
- Uruchomienie polskiej strony internetowej wraz z forum i blogami.



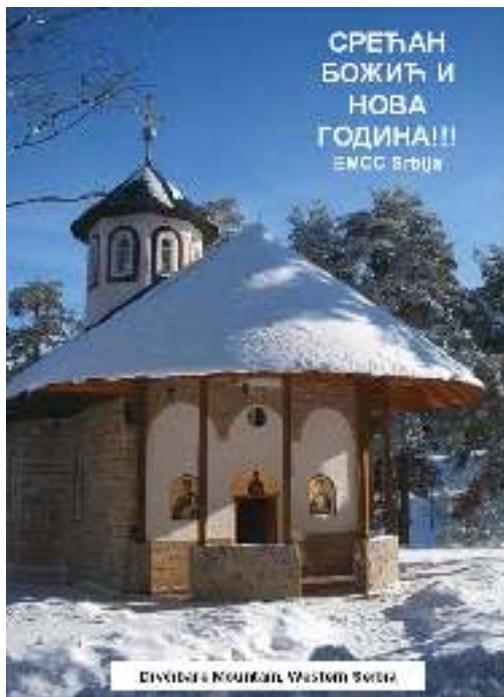
**Serdeczne życzenia z okazji świąt Bożego Narodzenia dla wszystkich członków EMCC Poland i Waszych rodzin. Życzymy Wam realizacji celów, tych życiowych, i tych codziennych z możliwie częstym uśmiechem na twarzy, obfitości wszelakich zasobów w drodze do osobistego spełnienia, a także pięknej, polskiej zimy, dobrego wypoczynku i szczęśliwego Nowego Roku 2010.**



## Serbia

**Sladjana Milosevic**

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



### 2009

- We have started but still not finished the process of formal registration of EMCC Serbia
- It was a turbulent and challenging year regarding changes in our leadership
- We had Professor David Clutterbuck with us again thanks to our member Vladimir Majstorović (400 direktora)
- We participated in the EMCC Council Meeting in London
- Two of our members were at the EMCC International Conference in Amsterdam.

### 2010

We hope to engage everyone in EMCC Serbia to contribute to our work to enable growth and sustainability.



## Spain

**Manuel Seijo**

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

In 2010 EMCC Spain plans a launch of local entities as well as a launch of a South American association. We will also create Open Space sessions to ensure greater member participation in all activities.

We will work towards growth in all regions of Spain through local entities and growth through expansion into South America. Sharing of knowledge and benchmarking initiatives at European level, as well as improving EMCC brand recognition.

**FELIZ NAVIDAD Y  
PROSPERO AÑO NUEVO**

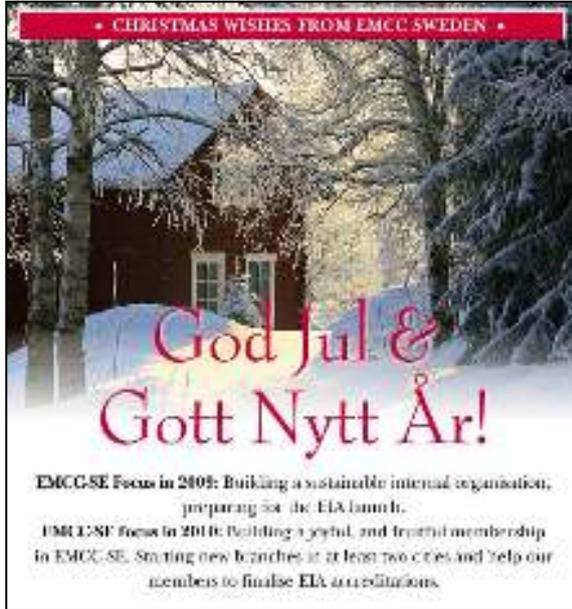




Sweden

**Tommy Braathen**

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



Turkey

**Fayzan Sayali**

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

Yeni yılınızı kutlar, sağlık ve başarılar dileriz



Switzerland

**Rudi Pletzer**

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

We wish all our friends and colleagues in Switzerland and throughout Europe a very Merry Christmas and a Happy New Year in 2010



Follow the President's Blog

Visit

[www.emccpresident.wordpress.com](http://www.emccpresident.wordpress.com)



UK

**Mike Hurley**

[UK.President@emccouncil.org](mailto:UK.President@emccouncil.org)



**EMCC UK wishes everyone a Merry Christmas and a Happy New Year!**

2009 has been an exciting and demanding year for everyone involved in the EMCC UK.

In a time of economic challenge for all of our members, we have maintained real momentum in executing a strategy of growth and innovation. Here are some of the highlights for 2009:

- We revamped our membership fees and categories, with the aim of providing real benefits in every group and so meeting the needs of a wide range of potential members
- We have grown our membership base despite the recession, including signing up a corporate member with 1.2m employees
- We initiated a wider range of member events and forums - as well as CPD events and a UK conference we have this year launched regional networks, corporate member roundtable dinners and a professional services network, which are getting great feedback from members and play a part in bringing new members to us in all categories
- We created and are now using a new brand which gives the EMCC UK a fresh professional look and ensures a consistency in our communications to UK members
- We supported a major research project on the ethical challenges facing internal coaches and how to meet them
- The pilot of European Individual Accreditation (EIA) was successfully completed in the summer, and the learning from that incorporated into the launch of EIA this autumn, together with a new accreditation website promoting EIA and EQA and acting as a resource for members looking to understand or undertake accreditation [www.emccaccreditation.org](http://www.emccaccreditation.org)
- We restructured our 'Board' to create an 'Advisory Board' focussing on external issues such as collaboration with other professional bodies to agree common standards in supervision, and an 'Executive Board' who focus on the operation and growth of the EMCC UK. We are focussing our efforts away from the traditional 'committee' structure into a network of project teams, seeking to include as many of our members in activity that they will find rewarding and to be as efficient and effective in using our resources in furtherance of the EMCC's purpose

2010 will be the year in which we need to continue to establish the EMCC as the 'go to body' for coaching and mentoring in the UK and consolidate growth:

- Growth in number of members in all categories
- Growth in the number of accreditations in EQA and EIA
- Growth in the size and attendance at Conference
- Growth in the number of events and the number of people attending them
- Growth in the proportion of members actively involved in EMCC projects.
- *To support this growth we need to:*
- Continue to establish and strengthen our market position through PR and branded communications
- Continue to attract new members by delivering real benefits to our members
- Continue to nurture and deliver value to our existing members
- Attract more volunteers and make their time for EMCC both more enjoyable and more effective in pursuit of our goals.

In particular we plan to focus on actions that will allow us to:

- Getting to know our members better and deepening our knowledge of who they are, what their interests and needs are?
- Grow regional and special interest networks that meet these needs
- Continue to support corporate roundtable dinners in London and three other centres
- Give members a great website, create information e-packs for new members and enable on-line payment for all memberships and events
- Create an outstanding UK Conference attended by more members and more non-members
- Continue and extend our programme of CPD events (may tie with regional networks), and see these accessed by more members
- Continue to sponsor and undertake relevant and valuable research/knowledge sharing
- Provide and uphold ethical standards of the highest quality.

Provide and support accreditations seen to be relevant, valuable and of the highest standard – in particular we will be supporting the EIA team, individual members undertaking accreditation and EQA provider members.

## In memory of Lena Börjesson



We have recently received the sad news that Lena Börjesson passed away on 27 November 2009 in a hospital in Stockholm aged 69.

Lena was an integral part of EMCC Sweden from the very start and became involved with the organization of local member events which she, Sören Bäckman (past President) and Lars Frisk (past Membership and Marketing committee member) managed with great enthusiasm and warmth.

She was part of the marketing and membership committee and the team used to have meetings at the office of Metoda AB, the publishing house of which she was the Managing Director.

Apart from this Lena was the author of more than 60 publications, articles and books in the area of coaching, mentoring and HR. She was an organisational and leadership consultant and was one of the first certified EMCC EQA assessors.

We will all remember Lena as a great supporter of the EMCC mission, as well as her warm personality, heartfelt hospitality and profound experience of the coaching and mentoring profession. She acted as a mentor and inspirational source to the recent set-up of EMCC in Serbia. Sladjana Milosevic, EMCC Serbia's President, recalls that without Lena's contribution EMCC Serbia would not have had its successful start. Her last interaction with EMCC was to send her love and best wishes to the EQA assessors who were meeting on the 25<sup>th</sup> November, just a few days before she passed away.

Lena was registered for our recent 16th conference in Amsterdam and originally planned to deliver one of the workshops. Unfortunately the illness that has now claimed her life stopped her from once more spreading her enthusiasm to the participants. We will miss her dearly.

Our thoughts go to her partner and her family wishing them strength to overcome the loss of a dear member. Condolences can be sent to Lena's partner, Klas Gustavii at Metoda Konsulter AB, Budbärrvägen 9, 123 58 Farsta, Sweden.

The funeral will take place on Wednesday 16 December at 16.00 in Skogskyrkogården in Stockholm. EMCC will be represented by our Vice-president Ruud de Sera.

