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### Our Newsletter Contributors:



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**Alexander Vreede**



**Irena Sobolewska**



**Stephen Murphy**



**Pilar Lorenzo**



**David Sleightholm**



**Chris Jackson**

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## Message from our President

Dr Lise Lewis

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

Dear colleagues

Welcome to our Autumn newsletter and hoping you've all enjoyed the wonderful weather that seems to have visited most of Europe this summer.

You have activity information from members of the Executive Board in this newsletter – do read and be amazed by their achievements on behalf of our EMCC. This includes Pilar Lorenzo's last update as International VP Marketing. Pilar has been a valued member of the Executive Board for the last three years and with her team of volunteers has made considerable contributions to promoting the brand of the EMCC. Pilar was also instrumental in supporting the affiliation of Italy our 23rd EMCC member country. I'm sure you'll join me in thanking her for donating her time voluntarily and willingly to the development of our EMCC.

Let me at the same time welcome Stephen Murphy as EMCC International's new VP Marketing, his appointment was recently confirmed by Council. I'm sure Stephen will soon be sharing his plans for the future of Marketing based on consultation and informed by our Strategic Plan.

We enjoyed a successful EMCC 4<sup>th</sup> Research Conference at Cergy-Pontoise University north of Paris in June. This conference has now become a regular event in our continuing professional development calendar and the aim is that we encourage more of our mentor/coach practitioners to talk about their work and reflective practice. Being a member of the panel discussing 'Is there a gap between research and practice' offered a lively exchange of views based on practice experience and how this offers a perspective for researching one's own practice. I also enjoyed the opportunity of presenting the first dissemination of my own research in a session about 'Creating the Conditions for Receptivity of Feedback'. Let me encourage you to apply for a session at next year's conference to be held in Poland and share with others the learning from your own practice – you'll be assured of an attentive audience.

A brief update on my president portfolio activities brings you news that our Solidarity Coaching project goes from strength to strength. Guilaine Roullier Arduin from EMCC France has taken on the important role of project manager. The EMCC countries now offering Solidarity Coaching include: Czech Republic | France | Germany | Greece | Luxembourg | Netherlands | Sweden and Switzerland. Our last on-line meeting welcomed Isabelle Alpi and Rossella Pin from EMCC Italia who are developing Solidarity Mentoring in their country. Eveline Forlot also reported on a Solidarity Mentoring project in France with high performance students from low income families. So we are in the process of renaming the project Solidarity Coaching/Mentoring – what a great achievement for the project as well as raising the profile of mentoring in our EMCC.

We continue to engage with AC and ICF at international level through the GCMA (Global Coaching and Mentoring Alliance) discussions relating to topics that support working professionally in coaching and mentoring. We're also noticing greater cooperation at country level with joint EMCC and ICF events being organised.

The more recent country visits by the International Executive Board include EMCC Germany and EMCC Finland. EMCC Germany are preparing to celebrate their 10th anniversary – Congratulations! – and are looking to convert the membership opportunities that exist from the local coaching community. EMCC Finland have developed an exciting new vision for the future and, of course, I'm delighted to hear about their mentoring activities that automatically contribute to 'Putting the 'M' back in the EMCC'. We also worked together on identifying avenues to explore in creating activities and prospects for attracting new members.

Do come and say hello if you're attending the EMCC International Conference in Venice in November – I'm keen to hear your thoughts about our EMCC and also your aspirations from membership – and, of course, you're welcome to join our growing international community of volunteers.

Warm wishes to you all

*Lise Lewis*



## EMCC Finance Update

Alexander Vreede

EMCC International Treasurer

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

Being Treasurer of EMCC is a seasonal job: preparing next year's budget in the fall and making last year's financial statement in the Spring. At the June Council meeting at Cergy-Pontoise, France the 2013 financial results were approved by a 100% vote in favour. At the November meeting in Venice we will discuss – and hopefully agree on – the 2015 budget. Simple and logical.

The year 2013 has been the first full year in which EMCC worked with a budget split up into a number of separate 'financial departments' (budgets), each with its own share of the total approved budget. The Executive Board member who is – due to his/her portfolio – best able to oversee and manage a budgeted department is – in the role of 'budget holder' – primarily responsible for its budget. All budget holders periodically receive information on the income and expenses booked into their budget(s) in relation to the allotted budgets. With this decentralised budgeting and budget control EMCC aims to realise a more professionalised financial management.

### So what were the financial results for 2013?

As budgeted we had a small profit of €1.357 (budget €1.942). This profit is added to the financial reserves.

Our main income comes from three sources:

1. Membership fees – 46.4% (including direct EMCC members and Affiliated Country fees)
2. Conferences – 42.7% (annual, research and mentoring)
3. Accreditation products – 10.4% (including direct applicants and Affiliated Country license fees)

There is also now a small, and growing, income from a new source – our online bookshop.

We're now working on preparing the 2015 budget. Our first step is to inform all our 'budget holders' of their financial situation (based on the first two quarters of this year). This allows them to review whether they are spending more or less than budgeted. We also ask them what are their expectations and needs for the rest of the year? What are their wishes and proposals for next year, based on our Strategic Plan for 2012 – 2017? I'll be able to report back about the budget following its approval (hopefully) at the November Council meeting.



## A Farewell to Marketing

Pilar Lorenzo

Dear EMCC members,

It's been a while since I informed my colleagues in the EMCC Executive Board about my decision to resign from the role of VP Marketing. It was not an easy decision, but I felt the need to focus much more on my professional career, so I won't have the proper time to continue with the commitment and availability that this VP role in EMCC requires.

I have always been a value-driven person, and a Richard Barrett's follower, perhaps I was in the "serving stage"? That fact, the willing to help, together with my enthusiasm for keeping the relationships with people from all over the world and the interest in mentoring and coaching made me apply for this role.

Over the past three years, every single day of working for EMCC has been a learning exercise that I will treasure, not just about coaching and mentoring but about cross cultural relationships, (the different communication patterns, visions of control, visions of power, sharing or competing patterns etc). Although, there have been of course, tough times and meetings, I have enjoyed my time here and appreciate all the support and help provided to me, since I started in October 2011.

At that time, the Marketing area started from scratch, so it was necessary to increase the EMCC Brand awareness, give support to other areas and put together some basic materials and resources for Affiliated Countries.

Since then we have been giving support to other areas, helping standards with the launching of EIA v2, developing an eNews template and the Spotlight on Research, trying to unify the visual identity of all internal communication tools. An analysis on growth was also done. We created a set of marketing resources and materials, as the Identity Manual, Newsflash, Affiliated Country logos, EMCC Overview, EMCC Value Proposition, Guide to monitor on-line conversations, Conference promotional kit etc. An important and extensive analysis was also done on branding.

This has been the first step, creating the foundations and basic tools, and I would say that

the main difficulty has been having enough resources to cover the needs.

Even though I am excited about this new stage in my career, I am sad to leave especially after having seeing the enthusiasm of Riitta Helekoski and her Finish Board when we met them in September.

I also want to give also a special mention to Isabelle Alpi whose efforts have been determining in creating the new EMCC ITALIA. My best wishes and luck to everyone involved in this challenging but interesting road.

Definitely, it has been a rewarding and inspiring period. I have enjoyed the opportunity of meeting so many different people from with different cultures and approaches, enthusiastic boards in some countries, the great experience of attending EMCC conferences, and how wonderful it is to have a team of volunteers like the one I had. Thanks to them for all their efforts.

I leave great friends and colleagues, learning and life experiences, and lots of fun in the social time spent with my EB colleagues, after our meetings.

As I feel part of the EMCC family, I am sure that we'll keep in touch and we'll happen to meet somewhere, in a conference, or a Project in the near future.



## Introducing Stephen Murphy – the New International VP Marketing

By Irena Sobolewska  
EMCC International General Secretary  
[EMCC\(dot\)GeneralSecretary\(at\)emccouncil\(dot\)org](mailto:EMCC(dot)GeneralSecretary(at)emccouncil(dot)org)

**Irena: What made you want to do the International VP Marketing role?**

**Stephen:** It's a way I can help develop coaching and mentoring efficacy. I have changed career to executive coaching and mentoring; gained EIA accreditation with EMCC and joined the Poland EMCC Board. My motivation is simply to help improve standards and competence amongst coaches and mentors. Playing an active role provides the opportunity to contribute.

**Irena: But why International VP Marketing specifically?**

**Stephen:** Marketing Leadership is one of my core career competences. I have spent much of my career working in Marketing, with functional responsibilities from Brand Manager through to Managing Director. This is an area where I have competence and can re-apply my learning and experience

**Irena: What do you bring to the role?**

**Stephen:** Two things stand out for me. Firstly, my multinational corporate experience. I have been fortunate to work in large and small corporate subsidiaries - in junior to senior roles. This has given me the background, knowledge and skills, to adapt big ideas in businesses and countries of different sizes and at different stages of development. The parallel is the opportunity to adapt EMCC core strategies with synergistic but personalised executions in different countries. Secondly, my multicultural background. I am British but have lived and worked outside of the UK since 1990. In a variety of countries, across 4 continents. Adaptability and recognition of the benefits of diverse approaches is inherent in my work. I believe this will be very beneficial in developing motivated WorkGroups across nationalities and geographies.

**Irena: We have lots of things to do. So, where are you going to start?**

**Stephen:** Well, the first thing is to get together an International Marketing Volunteer Team (MVT). We already have a core group of people willing to contribute but we need more! I've recently reached-out to all the Affiliated Country Council members, asking for help from each country. That way, more views are reflected in developing better executions - for each geography. If anyone with an interest in Marketing, plus some spare time and energy, is reading this – please come and join us. Just send me an eMail to [EMCC\(dot\)VP\(dot\)Marketing\(at\)emccouncil\(dot\)org](mailto:EMCC(dot)VP(dot)Marketing(at)emccouncil(dot)org)

**Irena: And once you have your MVT together?**

**Stephen:** We already have an EMCC International 2012-17 Strategy document in place, so continuing to deliver against that is key. Additionally, we'll be using a mnemonic, "MENTOR", to help guide our executional focus and if you want to know more about that, then... you need to come and join the MVT!!!



## Standards Update

**David Sleightholm**

**EMCC International VP  
Standards**

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The EMCC standards community has been busy over the last few months. There is a lot to tell you. A key driver has been the wish to make our processes and systems more user-friendly. We want to engage better with everyone who has a stake in EMCC Standards and we hope that you will join in the discussions that you and we will instigate.

EMCC Standards consists of a Vice President, 5 WorkGroups and a Standards Development Officer. Names and contact details are below. I am especially delighted by the appointment of Denise Whitworth as EIA WorkGroup leader and Margreet Rierink as EQA WorkGroup leader. They bring a wealth of experience and skill to two key roles

Denise is an experienced executive coach, mentor, facilitator and assessor. She has held Senior Executive leadership positions in Education (all phases including Higher Education and Teacher Training), international business and local government. She has experience of directing large scale research and development projects, leading organisation change and development, strategic planning, national research programmes, CPD, structure and prospects appraisals performance reviews and establishing quality improvement systems/procedures to demonstrate impact and value for money. Since 2010 she has been an EMCC Advisor and assessor, providing individual and group guidance to support EIA and EQA assessment procedures, and assessing all levels across Europe and beyond.

Margreet studied Dutch literature and culture, became an entrepreneur afterwards and redirected her work in 2002. Today she is an EQA-holder at all 4 levels with her Coaching Academy International (together with her husband and partner Loek Oudeman). Besides that, she has her own coaching practice in which she works with individuals, teams and organisations-in-transition. On behalf of EMCC she is trying to contribute to the development of the profession by working as an EIA and EQA assessor. She is an EIA award holder at Master Practitioner level. She is passionate about design, living and loving in Saint-Remy-de Provence (FR) and her family which includes 7 totally different but dynamic children.

We have been changing the way we do things. I hope you see an improvement. The Administration

Team under the leadership of Irena Sobolewska, our General Secretary, has kindly agreed to undertake all Standards Administration. This includes the initial contact with new candidates (except in licenced countries of course), panel arrangements and notification. We have monthly panels now and get the results out to candidates and assessors much more quickly.

Cara Crisler and I have reviewed her role and we have changed it back to something very similar to the one envisaged when she was originally appointed. Her new title is Standards Development Officer and she will assist in communication, quality and the overall development of standards.

A recent workshop about the panel process agreed to set up a project team to devise new, clearer more effective panel processes. This will inevitably have an impact on the exact role of assessor and verifier. Alexander Vreede has agreed to chair this and it is making good progress (read more about this later in this newsletter).

In reviewing the work of the standards, the key achievements have been:

- EQA, EQA Renewal (pre 2010)
- EIA, EIA v2, EIA for ICF credentialed members, transfer from existing accreditations in the Netherlands, France, Belgium, Luxembourg
- Coach mentor developmental record
- ESQA – pilot and launch.

We are also working on:

- EIA – Renewal
- EQA – renewal
- ESIA – currently at a pilot stage
- Competence Framework review and brush up
- CPD principles
- EIA conversion for Spanish accredited coaches.

We will soon be working on further issues:

- Revision of EQA and EQAR
- Supervision competences revision
- Further work on mentor/coaching competences in light of forthcoming research
- Quality assurance, including audit.

This year, we have run initial EIA assessor training and ongoing CPD workshops for assessors

The priorities set by EMCC for Standards are:



- All accreditation process running smoothly (EIA, EQA, ESQA, ESIA)
- CPD events to take place for assessors and panel members
- Innovate to promote, and increase sale of, accreditation offerings
- Market, and increase, EIA applications internationally
- Promote all accreditation offerings internationally.

Most of these involve working closely with Marketing and we will be doing just that.

Those working on standards issues on your behalf include

#### **EQA WorkGroup**

- Margreet Rierink (leader – NL)
- Christoph Epprecht (CH)
- Michelle Crossland (UK)

#### **EI A WorkGroup**

- Denise Whitworth (leader – UK)
- Thierry Gaches (FR)
- Mariska Prevaes (NL)
- Norbert Riethof (CZ)
- Marco Tieleman (NL)
- Svenja Wachter (DE)

#### **ESQA Work group**

- Tom Battye (leader – UK)
- Michel Moral (FR)
- Przemek Duchniewicz (PL)
- Carole Davidson (UK)
- Maria Crudge (UK)
- Angela Hill (UK)
- Edna Murdoch (UK)

#### **ESI A WorkGroup**

- Michel Moral (leader – FR)
- Sue Spencer (Harrison) (UK)
- Alexandra Eleftheriou (GR)

- Elisabeth Cartolaro (DE)
- Carlos Herreros (ES)
- Maggie Joao (P)
- Eve Turner (UK)
- Tom Battye (UK)

#### **Competences and CPD WorkGroup**

- Marialexia Margariti (leader – GR)
- Ana Pinto Oliveira (PT)
- Nadine Hemmer (LU)
- Anita Van Vlerken (NL)
- Michel Moral (FR)
- Ned Skelton (UK)
- Gunilla Abrahamsson (SE)

We would like to hear from you. Contact us as follows:

#### **David Sleightholm: VP Standards**

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#### **Cara Crisler: Standards Development Officer**

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#### **Margreet Rierink: EQA WorkGroup leader**

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#### **Denise Whitworth: EI A WorkGroup leader**

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#### **Tom Battye: ESQA WorkGroup leader UK**

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#### **Michel Moral: ESI A WorkGroup leader**

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#### **Marialexia Margariti: Competences/ CPD WorkGroup leader**

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## Interview with EMCC UK President Chris Jackson

By Irena Sobolewska

EMCC International General Secretary

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

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

**Chris:** I am married to Ingela, who's half Swedish, have two sons, 25 and 21. My eldest son, Ben, has emigrated to Australia and my youngest, Tim, is doing an Erasmus year at Delft University, so, like EMCC, the Jackson family is quite international! One of our passions is walking/hiking. I have a group of friends from the Financial Services sector with whom I walk regularly. For instance, we completed a 100+ mile walk in July in South West England, from the south to north coast of Devon. I usually lead these walks, so it gives me an interestingly different perspective on leadership to what I am used to in the business world.

I was a partner in Capgemini, the multi-national Management Consultancy and IT Services firm until early 2012. Amongst other things at the organisation, I created the business case for, designed the operating model of, and ran the delivery of, an internal Executive Coaching function to help our leaders move from 'human doings' to 'human beings'. It was witnessing the power of coaching as a learning and development intervention at Capgemini that made me want to do it full-time, so I left in March 2012 to form my own business. My work focuses on the Developmental and Existential dimensions of Executive Coaching, helping clients to develop their 'Signature Presence' and 'Personal Value Proposition' – respectively, their self-confidence and gravitas and their unique value that enable them to fulfill an authentic leadership role.

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

**Chris:** Of course, EMCC started in the UK, so we have a rich heritage and proximity of individuals to draw on. Having said that, when I became President in April 2013, I sensed that we had forgotten various aspects of that heritage and had become somewhat disconnected from our membership. So, I worked with the Board to

create a forward-looking strategy that specifically built on our unique foundations (as compared to other associations) and sought to re-engage members. This strategy became known as "Back to the Future" and has the following vision:

By 2017, we will have leveraged our rich history & thought leadership and our ability to excite & engage individuals & organisations in Coaching & Mentoring (C+ M) to:

- Help organisations embed high quality C+ M in good management practice;
- (By giving an equal attention to C+ M) raise the quality of mentoring for the benefit of society;
- Strengthen a learning & innovatng community of Cs & Ms across the UK to shape the C+ M profession (- a community that has a generative dialogue between individuals, organisations and academics);
- Embed EIA as a natural next career step in the C+ M profession.

"Back to the Future" was officially launched earlier in June this year, with the strap line "EMCC UK – The Choice for Professionals", a deliberate play on who are the professionals and who is doing the choosing! The use of the word "Professionals" is important for us in the UK because our members, particularly our organisational members, see EMCC as holding the 'gold standard' in accreditation and, as professionals themselves, they want to be associated with us. The vision and strategic goals for "Back to the Future" were shared with, and enhanced by, an excited group of Volunteers in November 2013 and, as a result, several people present put their hands up for the various new posts that we created on the Board to deliver "Back to the Future":

- Helen Smith has joined the Board as Marcomms Director (UK speak for marketing and communications) and has already made a strong impact at the UK and International levels
- Derek Watson also joined as Director of Volunteering, a key role that is to act as a 'human interface' to attract and develop volunteers
- Fiona Williams has more recently taken the role of Knowledge Exchange Director to help drive our ambitions around the "learning & innovating community" goal mentioned above. Fiona also manages EMCC UK's Twitter feed and we are gaining real traction on that.

A key part of "Back to the Future" has been a reform of our Governance, in particular to separate Governance from Execution. The genius behind this has been Andy Turnbull, UK FD, who joined the Board at the same time as me and who has re-worked our Constitution so that we could create a new 'forum' of EMCC Governors, who are directly elected by the membership, who 'hire and fire' the Executive Board and who generally represent the interests of our membership in the way EMCC UK 'is and does'. The President is one of the Governors and, for the first time in a long while, the post of UK President will be elected when I step down next June.

In my tenure as UK President, I've also been extremely grateful for the continuity of Jeremy Gomm and Michelle Crossland from the previous Board:

- Jeremy's long-standing involvement with EMCC and passion for its mission has kept me on the right course as we worked on Back to the Future! Moreover, the arrival of more individuals on the Board has enabled us to release him into the role of Business Development Director so that he can share his passion to attract more members!
- Michelle is also a 'rock' in her product-related work on EIA, EQA and ESQA, not only in the UK but also internationally and I have been very thankful for her insight and enthusiasm.

In mentioning particular volunteers (i.e. just those who are on the Board), I'm aware I'm singling out a fraction of the totality of our volunteers, without whose efforts we would not exist, so I want to acknowledge them too. Having said, that the individuals cited above have made the most impact on me as a person and on me in my role as President, and it is for that reason that I want to acknowledge them in particular.

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

**Chris:** Both coaching and mentoring are rapidly growing, with a new coach emerging every few minutes it seems! This even more underlines the need for on-going accreditation as opposed to just training. I meet regularly with my UK ICF and Association for Coaching counterparts to publicise the message of accreditation to both coaches and clients and, to that end, we have co-hosted a conference on Ethics and are preparing some joint marketing material. Mentoring is picking up strongly (or maybe we are just noticing it because, as mentioned above, we are giving equal attention to it now!) and we are investigating a number of

links with other mentoring organisations with a view to partnership or, indeed, embracing them as members.

**Irena: What are EMCC UK's plans for the rest of 2014 and for 2015 and what do you think your biggest challenges will be?**

**Chris:** Our 2014-17 focus is to deliver our "Back to the Future" ambitions. There are some 36 specific goals associated with the strategy and, whereas 2013 was a year to step back and define our ambitions, 2014 is a year to step forward and proactively deliver on the 36 goals and start to position EMCC UK back in the driving seat of our profession. In this endeavour, our biggest challenge is to appropriately engage volunteers, especially when they have their own businesses to run.

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

**Chris:** In a nutshell, it is a real privilege to be involved at the forefront of developing our profession and to rub shoulders with some of the profession's 'giants' whose inclusion of me as a relative 'nobody' into the EMCC family is deeply humbling. I hope I can be like that too

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





## EMCC Accreditation Panel Review

Alexander Vreede

EMCC International Treasurer

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In May 2014 EMCC held a two day workshop in Amsterdam to examine the present Accreditation panel arrangements. About 20 people attended the workshop, mostly panel members and experienced assessors. As a result of the workshop, I have been asked by the EMCC Executive Board to lead a project team that will review the way our panels work for our Accreditation products. The work has just started and membership of the team includes:

- Gunilla Abrahamsson (Sweden), assessor and panel member
- Denise Whitworth (UK), assessor and EIA WorkGroup leader
- Martin Heynen (Netherlands), assessor and panel member
- Marialexia Margariti (Greece), president of EMCC Greece, Competency Framework WorkGroup leader and assessor.

If you have any comments, contributions or questions regarding this work please don't hesitate to contact me.

We are working to the principles that the EMCC assessment process needs to deliver the following:

- a) Clarity for everyone about the standards applied and the process by which the decision will be taken
- b) A process for ensuring that assessments are consistent, and the outcome is expressed with clarity for everyone involved. The standards could be made clearer, but only up to a point. An element of judgement will always be required. The process needs to build in a reasonable level of checking.
- c) Assessors need support and help where they do not know what decision to make in respect of an application or part of it
- d) The process needs to be as quick as it can be, consistent with rigour and quality of assessment

- e) The process needs to be as economical as it can be, consistent with rigour and quality of assessment
- f) The arrangements should be robust enough to cover the assessment undertaken under licence by countries and potentially organisations.

The project team's remit is to:

- a) Explore and then describe options within the range of defined principles, and to advise the Executive Board on the possible structures for assessment/verification/panel, including any other necessary checks and audit
- b) Describe and analyse the pros and cons of each option or possibility
- c) Recommend an approach that will have the best chances to fit the purpose and philosophy of a final decision-making stage in the EMCC quality standards assessment process.

The emphasis of the project team remit will be on the panel decision-making process. But where necessary the project team will also take the preceding process of assessment and report writing into consideration.

The project team take the ideas from the May '14 workshop into account in its thinking, but will not be bound by them.

The project team is aiming to present its first results in November 2014 with the possibility of implementation in early 2015.

### 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)



## EMCC Research Update



Po Lindvall

EMCC International VP Research

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### Research Spotlight

As most of you have observed EMCC has sent out a number of EMCC Research Spotlights during the last year. In this way we support research in different mentoring and coaching issues by asking you to participate in surveys designed by a number of researchers.

We are now looking for more research projects to support, so please send us your request for EMCC's support in research that you are undertaking.

### Research Conference

On the 26-27 of June EMCC held its 4<sup>th</sup> research conference at Cergy-Pontoise University, near Paris, France. The conference gathered some great researchers as well as practitioners that shared their findings and views in presentation, workshops and seminars. We also had the opportunity to test a format new to EMCC conferences where we had a panel discussion on the topic "Is there a gap between research and practice" led by Professor David Meginson. The discussion was very exciting and one conclusion is that among most of the attending conference delegates, the gap is non or very little. At the same time all of the attending delegates started their practice as non-evidence based or research informed, something we found to be of interest. We hope to be able to conduct more panel discussions in future conferences as a result of this year's research conference panel experience.

EMCC were also able to pick the fruits of the first EMCC Research Spotlight that was sent out in the end of last year to all members, as Dr Anna Blackman and Dr Alison Carter presented the initial findings from their Coaching for Effectiveness survey.

If you missed the research conference and are interested to know more about all the interesting research that was presented there you can order your copy of the 2014 Research Conference Book at [www.EMCCbooks.org](http://www.EMCCbooks.org)

## International Journal of Mentoring and Coaching

During the summer EMCC appointed two new Editors to EMCC's International Journal of Mentoring and Coaching, Dr Anne Ribbers and Dr Myrto Raftopoulou. As I write this they are going through all the papers and contacts they have been handed over by IJMC's resigning Editor, Dr Ines O'Donovan. Ines has been doing a tremendous job for the last three years – thank you Ines and welcome Anne and Myrto.

We are now looking forward to see what the future of the journal will look like. Yes you guessed right, the future of the IJMC might be very different from what you currently know.

If you want to read the latest version of the journal then go to our website

<http://www.emccouncil.org/eu/en/journal>

### Research WorkGroups

During the last year two WorkGroups have been looking at "the gap between research and practice in mentoring and coaching". One of the groups led by Dr Ioanna Iordanou sent out a survey through EMCC's Research Spotlight before the summer and are now working on analysing the results. We are looking forward to see what they have found.

The other gap WorkGroup has been led by Paul O Olson, president of the future EMCC Norway (that we hope to see as an Affiliated Country in 2015), who together with Matthias Diederichs from Germany presented the result of their literature review at the research conference in Paris in June. We will also find a way to share their report to any interested EMCC members.

At the moment the "Mentoring and Coaching Competency Framework Research Review WorkGroup" led by Professor Nicholas Clarke are finalising their review of evidence related to EMCC's Competency Framework, and Dr Michel Moral and Christoph Epprecht (president of EMCC Switzerland) are fine tuning an EMCC Research ethics and policy document.

It is also time for the EMCC Research are to see what our next step or WorkGroup topic should be. Any ideas? If you are interested to volunteer in the work of a Research WorkGroup or have any ideas of what we might need to look at, then please so contact me at

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

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