

Spring 2016



<b>Contents</b>	<b>Page</b>
Welcome from Dr Lise Lewis.....	2
Accreditation Awards.....	3
Accreditation .....	6
Behind the scenes of EMCC International Research .....	9
Zoltán Csigás.....	9
23 <sup>rd</sup> Annual International Mentoring and Coaching Conference .....	10
Solidarity Coaching .....	11
News from EMCC Luxembourg .....	11
Nadine Hemmer EMCC Luxembourg Internal Communication Manager .....	11
News from EMCC France .....	12

**Our Newsletter Contributors**



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Thierry Gaches



Nadine Hemmer

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

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

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

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

A full list of all the volunteer opportunities can be viewed [here](#).



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

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

### Dear EMCC colleagues

Welcome to our first newsletter of 2016! We bring you updates and a taster of what's happening across EMCC. We're currently working on strengthening our communication network through social media – so there'll be a mix of news channels coming your way in the future thanks to our new social media volunteer support.

I want to hear from you too! Are we sending you interesting and informative news? What else can we do? What else do you want?

Let's start with **News from the International Executive Board (IEB)**

### ACCREDITATIONS

As you'll know from the last newsletter, restructuring the IEB created a vacancy for an EMCC International VP Accreditation to lead on promoting and developing our five accreditations (EQA, EIA, ESQA, ESIA and ISMPE). Following the EMCC recruitment process I'm delighted to congratulate Denise Whitworth on her successful appointment to this role and to welcome her to the IEB team. Denise was leader of the EMCC International EIA WorkGroup and has extensive experience as an EMCC assessor. She also brings to the role a wealth of leadership experience. I'm sure Denise will add tremendous value to widening the adoption of our EMCC accreditations across Europe and beyond. You can look forward to hearing more about this from your Country Board and also later on in this newsletter.

### RESEARCH

We're now taking bookings for our 6th International Mentoring and Coaching Research Conference on 7-8 July 2016 in Budapest. The theme for the conference is **'Research to move practice from good to great'**. This is an important event for you to learn from the thought leaders in mentoring and coaching research and to grow your network of colleagues.

This is also the only EMCC International Conference in 2016 so make sure you take this opportunity to join with others in our community and support the efforts of EMCC in contributing to the field of research. More details can be found at [www.EMCCconference.org](http://www.EMCCconference.org).

### QUALITY

EMCC has made a huge step forward in demonstrating our willingness to co-operate with professional bodies through the launch of a Global Code of Ethics in partnership with the Association for Coaching (AC) – see [www.GlobalCodeofEthics.org](http://www.GlobalCodeofEthics.org). Significant effort went

into achieving this and also responds to requests from the industry for clarity on standards. Let's acknowledge this as leading the way for further co-operation between professional bodies.

### EMCC STRATEGIC PLAN

The work of the IEB is directly focused on delivering the Strategic Plan of the EMCC. Iterations of the plan have evolved over the last year to keep pace with the changing needs and aspirations set by Council and the evolution of EMCC. We hope you like this new format designed for ease of understanding and quick reference (click on the image for an enhanced view or [here](#) for more details). Tell us what you think!



### INTERNATIONAL CONFERENCE

Council voted to reschedule our annual international conference from its usual spot in November to March 2017. This will be in the beautiful city of Edinburgh. The event is already attracting interest from speakers on the global network. We're very excited to be partnering with the International Mentoring Association based in New Mexico to boost our presence in international mentoring and enrich our conference package. Make sure you schedule this event in your diary from **1-3 March 2017**, order your kilt, maybe a sporran and get fit for a highland fling! More details at [www.EMCCconference.org](http://www.EMCCconference.org)

### VOLUNTEER WEBSITE

The work of our volunteers is always appreciated and never underestimated as key to EMCC's sustainability. As EMCC develops more opportunities emerge for personal development, networking with other coaches and mentors and contributing to the profession. We've made it easier and hopefully more interesting for you to preview the projects available by visiting the volunteer page our website [here](#). See how you can broaden your experience – just ask someone who already volunteers and they'll convince you these are opportunities - 'not to be missed'!

### EMCC FRANCE CONFERENCE

I was delighted to be invited to present on 'An Organisational Perspective' to combine with the theme of Coaching, Mentoring, Collaborative Practices at the opening of the 12<sup>ème</sup> Colloque 2016 organised by

EMCC France. I also welcomed Gabriel Hannes as the incoming President and thanked outgoing President Thierry Gaches for his sterling work.

The day's programme offered variety, was inspiring, engaging and well supported by over 300 colleagues. I presented two sessions with Michel Moral designed to offer an international perspective on coach supervision and that evolved into engaging conversations about the purpose and benefits to be gained from this practice.

The buzz of conversation to be heard throughout the day confirmed the event was a real success! Well done EMCC France!

Enjoy the rest of the newsletter!

**Very best wishes from Lise**

*Lise Lewis*

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## Accreditation Awards

Congratulations to everyone who achieved an EMCC EI A January – March 2016



### FOUNDATION

**Paul Bakker** Netherlands  
**Martin Kievit** Netherlands  
**Nanja Visser-Vos** Netherlands



### PRACTITIONER

**Martin Bless** Switzerland  
**Patricia de Wit** Netherlands  
**Michael Haynie** UK  
**Stuart Jagot** UK  
**Hennie Jorritsma** Netherlands  
**Frank Kelly** Ireland  
**Joke Leenders** Netherlands  
**Christophe Lefebure** France  
**Zoi Lioliou** Greece  
**Jyoti Mistry** UK  
**Haris Pipinis** Greece  
**Konstantinos Pouloupatis** Greece  
**Katherine Ray** UK



### SENIOR PRACTITIONER

**Clare Allen** UK  
**Stefan Andrei** Romania  
**Soren Kiebe** Denmark  
**Ian Reid** Switzerland  
**Tim Šlapák** Czech Republic  
**Cas van Breukelen** Netherlands



### MASTER PRACTITIONER

**Jane de Montigny** France

## Congratulations to everyone who successfully RENEWED\* their EMCC EI A January – March 2016

\* Renewal is due after 5 years



### FOUNDATION

**Ellen Moes** Netherlands  
**Ronny Saaman** Netherlands



### PRACTITIONER

**Valérie Borner** France  
**Marie Boy** France  
**Cécile Callewaert** Belgium  
**Florence Chateau** France  
**Marielle de Graaf-Grovaerts** Netherlands  
**Cees Gaasbeek** Netherlands  
**Annemiek Klitsie** Netherlands  
**Rita Knott** Luxembourg  
**Jean Marc Sabatier** France  
**Marie-Pierre Subtil** France



### SENIOR PRACTITIONER

**Matthew Arrowsmith-Brown** UK  
**Harry Bent** Netherlands  
**Katja Budde** Netherlands  
**Liz Carrighan** UK  
**Kathy Denton** UK  
**Valerie Docters van Leeuwen-Verswijveren** Netherlands  
**Michel Felisa** France  
**Claire Hack** UK  
**Louis Harvey** UK  
**Gonnie Hoonhout** Netherlands  
**Carla Plas** Netherlands



### SENIOR PRACTITIONER

**Sarah Johnstone** UK  
**Tim Spackman** UK  
**Lynda Stansfield** UK  
**Carmen Valls** Spain  
**Peter van Eyk** Germany  
**Josee van Hage** Netherlands  
**Jolanda van Zaalen** Netherlands



### MASTER PRACTITIONER

**Gregoire Barrowcliff** France  
**Loretta Brown** New Zealand  
**Jan de Vuijst** Netherlands  
**Mieke Degenaar** Netherlands  
**Daniel Doherty** UK  
**Christoph Epprecht** Switzerland  
**Sandra Grealy** UK  
**Mike Hurley** UK  
**Lidwien Kamp** Netherlands  
**Susanne Klein** Germany  
**Catharina Kohler** Netherlands



### MASTER PRACTITIONER

**Odile Seebregts** Netherlands  
**David Sleightholm** UK  
**Jacoba van Egmond** Netherlands  
**Greet Vonk** Netherlands  
**Chris Laarman** Netherlands  
**Lise Lewis** UK  
**Po Lindvall** Sweden  
**Liz McGivern** UK  
**Vikki Powell** UK

**Congratulations to everyone who achieved an  
EMCC EQA January – March 2016**



**FOUNDATION**  
Mowgli UK  
OCM UK  
The Guildhall School of Music  
and Drama UK

**PRACTITIONER**  
Koncern HR Denmark  
Top Team World Greece

**SENIOR PRACTITIONER**  
Coacharya India

**Congratulations to our new ESQA holder**



**Animas Centre for Coaching UK**

**Congratulations to our new ESI A holder**



**Patrick Hobbs UK**

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



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

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



## Accreditation

**Denise Whitworth**  
International Vice-president

[EMCC\(dot\)VP\(dot\)Accreditation@emccouncil.org](mailto:EMCC(dot)VP(dot)Accreditation@emccouncil.org)

I am delighted to take on the new role of EMCC International Vice-president Accreditation.

Building on the excellent practice already established, I am particularly keen to involve everyone with an interest in contributing to our future International Accreditation Strategy.

Discussions to inform our strategy are in the context of the EMCC International Value Proposition and Guiding Principles, and EMCC International Executive Board Overarching Strategic Priorities.

**International Accreditation Key Themes and DRAFT Strategic Priorities** include:

### PROFESSIONALISM

- To engage members of the EMCC International Accreditation Community in active debate about our future strategy and contribution to the Coaching and Mentoring Accreditation Professionalism Agenda

### INDUSTRY/ SECTOR STAKEHOLDERS

- To raise awareness across Industry, Education, Public and Voluntary organisations of our International Accreditation offer, encouraging individual and group participation in countries across Europe and beyond

### EQUIVALENCE AND ALIGNMENT

- To facilitate greater opportunities for equivalence and access to Coach, Mentor and Supervision accreditation and awards, and alignment to the European Qualifications Framework (EQF) and the *European Credit Transfer and Accumulation System (ECTS)*

### GLOBAL POSITION AND GLOBAL REACH

- To secure our 'Global Position' and 'Global Reach' in shaping the future for EMCC Accreditation Services

International Accreditation WorkGroups are well established, with opportunities all the time for additional members to contribute – please do make contact with members and WorkGroup Leaders.

In particular I am especially delighted by the appointment of Julie Haddock-Millar our newly appointed International Standards for Mentoring Programmes in Employment (ISMPE) WorkGroup leader, and would like to express our very warm welcome. Julie brings a wealth of experience to this role.

Our current International Accreditation WorkGroups across all accreditations are as follows



### EQA International WorkGroup

- Margreet Rierink (leader – Netherlands)
- Pamela Caravas (Greece)
- Pierre Cauvin (France)
- Michelle Crossland (UK)
- Terezia Koczka (UK)



### EIA International WorkGroup

- TBA (leader)
- Thierry Gaches (France)
- Mariska Prevaes (Netherlands)
- Norbert Riethof (Czech Republic)
- Marco Tieleman (Netherlands)
- Svenja Wachter (Germany)
- Özlem Rodoslu (Turkey)



### ESQA International WorkGroup

- Tom Battye (leader – UK)
- Michel Moral (France)
- Przemek Duchniewicz (Poland)
- Carole Davidson (UK)
- Maria Crudge (UK)
- Angela Hill (UK)
- Edna Murdoch (UK)
- Eve Turner (UK)



### ESIA International WorkGroup

- Michel Moral (leader – FR)
- Sue Spencer (UK)
- Alexandra Eleftheriou (Greece)
- Elisabeth Cartolaro (DE)
- Eve Turner (UK)
- Tom Battye (UK)



### ISMPE International WorkGroup

- Julie Haddock-Millar (leader – UK)
- Members to be confirmed – see update.

Anyone interested in contributing or joining an Accreditation WorkGroup, (or indeed starting a new one), we would like to hear from you!

## Accreditation Updates

### NEW PI LOT PROJECT

EQA/EIA – this pilot is just about to be launched and will run until December 2016/January 2017. The pilot is investigating the feasibility of creating a license for EQA providers to accredit their delegates and alumni with EIA, verified by EMCC Assessors with EQA providers across 7 countries – Hungary, Ireland, Netherlands, Poland, Turkey, UK and one other (fully recognising the importance of having effective QA systems and processes established) – for more information contact [EMCC\(dot\)Accreditation\(at\)emccouncil\(dot\).org](mailto:EMCC(dot)Accreditation(at)emccouncil(dot).org)

This pilot is directly connected to EMCC discussions in relation to Coaching and Mentoring 'Professionalism' and 'Equivalence' (including having an impact on our thinking in relation to the European Qualifications Framework and ECTS).

## Accreditation WorkGroup News



**Margreet Rierink**  
EMCC International  
EQA WorkGroup Leader

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



The EQA is a well established independent quality award for providers of mentoring/ coaching training offering European Quality and Global Recognition.

Selecting a programme with the EMCC EQA (via a University, School or Training Provider) enables participants to secure an internationally recognised qualification, which also paves the way towards the EMCC European Individual Accreditation (EIA).

As a provider of quality mentoring/coaching training and education, organisations benefit in many ways through applying for, and achieving the award, including:

- An audit check on quality, allowing organisations to reflect on their processes, procedures and outputs
- Assurance that the mentoring and coaching programmes are of an agreed standard and benchmarked against good practice
- Feedback elicited through the EQA process leading to programme development and improvements
- Marketing opportunities for the programmes stemming from a successful application process
- A well deserved reputation for being a provider of mentoring and coaching quality training and educational programmes.

EQA providers report that the accreditation award process is an inspiring experience. The process is guided by well trained assessors who provide feedback in a supportive and non-judgmental way.

The original EQA was launched in 2006 and is now delivered across 18 countries. 2016 is the European Quality Award's 10th anniversary!

The EQA International WorkGroup's current focus is to review the EQA Guide to Applying, taking into account vast amount of research to inform outstanding practice, in the delivery of international mentoring and coaching programmes. Please contact us if you are interested in joining the EQA WorkGroup to contribute towards future developments.



### New WorkGroup Leader to be appointed

- New Guidance and paperwork is now in place for EIA Renewal, also for upgrading at the point of renewal, or prior to renewal
- Proposals to investigate the feasibility of integrating EIA into the delivery of EQA are underway – all EQA alumni interested in applying for their EIA please enquire via your Country Accreditation Manager, EMCC International or members of the EIA WorkGroup
- EIA mentors are available to support individuals seeking the European Individual Award – for more information contact [EMCC\(dot\)Accreditation\(at\)emccouncil\(dot\).org](mailto:EMCC(dot)Accreditation(at)emccouncil(dot).org)
- The EIA Guide to Applying is in the process of being reviewed, all contributions welcome to ensure complete accessibility and understanding of the EIA assessment criteria for all, building on the excellent practice already established.



**Tom Battye**  
EMCC International  
ESQA WorkGroup Leader

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



The supervision group is active on a number of fronts. These include marketing EMCC's supervision products, developing the application documents to make them more accessible and reworking aspects of EMCC's policy on supervision.

For example, we recently spent much time considering to what extent time spent in peer supervision can be counted as individual supervision. The case has been made that an individual can benefit as a supervisee even when they don't bring their own topic (if and only if they

can demonstrate that the benefit was equivalent to supervision). Other views state clearly that a person only receives supervision for the exact time period during which they bring their subject to the table. A compromise would be to say that 50% of the whole time could be thought of as supervision and the remaining 50% counts towards Continuing Professional Development. We would welcome your thoughts on this matter.

We have also spent much time looking at the value of competences in supervision. It is becoming more universally accepted now that a competence-based approach is incomplete. The true value of what a person brings to their work as a supervisor goes beyond these simple descriptions. And yet at the same time we need to be able to talk about and understand what a supervisor does and how they do it. We need a framework by which to view a person's broader range of capabilities. The solution is not to discard competences altogether but to use them intelligently. Our role is to facilitate the appropriate use of competences in enabling and establishing standards for coaching and mentoring supervision.

The supervision group is active and works hard. Resolving questions like those posed above takes time and requires the opinion of a diverse and experienced audience. Please make contact if you are interested in joining the conversation or indeed are interested in joining the group.



**Dr Michel Moral**  
**EMCC International**  
**ESI A WorkGroup Leader**

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All helping professions share a basic principle illustrated by the following analogy:

**it is difficult to make your bed if you stay in it.**

In other words, a coachee/mentor needs a dialogue with someone else, a coach/mentor, to find fixes to his or her concerns, challenges and issues. Similarly, a coach/mentor needs a dialogue with someone else to find fixes for their professional difficulties, to be supported in their development ambitions, and understand what they cannot see of himself or herself which might impact the professionalism and quality of the coaching/mentoring.

EMCC position on supervision is that this cannot be done by using only the coaching/mentoring competencies. Supervision is not coaching a coach or mentoring a coach, it is a separate activity even if it shares with coaching/mentoring and other helping profession a number of principles and competencies.

In support of this position EMCC has designed and deployed a strategy for many years. The Quality Award

for Supervision training (ESQA) was launched in September 2013, an individual accreditation of supervisors (ESIA) was launched in May 2015 and is now translated in French and finally a version of the Global Code of Ethics including supervision was introduced in December 2015 and the very new version co-signed with AC is also applicable to supervisors. All this needed a lot of effort from many volunteers since 2010.

Now that the ESIA is launched, the ESIA WorkGroup members are participating in other groups related to supervision on subjects such as: evolution of supervision competencies, CPD in supervision etc. In the near future the ESIA group will continue to liaise with other professional bodies involved in supervision to look after synergies and convergences in this area. Another priority is to secure more research in this domain to inform our international perspective.



**Dr Julie Haddock-Millar**  
**EMCC International**  
**ISMPE WorkGroup Leader**

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



I am delighted to have joined the Accreditation team and to be leading on the mentoring and coaching programme accreditation route, alongside a number of key colleagues, including Denise Whitworth and Professor David Clutterbuck. ISMPE has a long established reputation in the field of programme accreditation [www.ISMPE.org](http://www.ISMPE.org). Over the forthcoming months, the ISMPE WorkGroup will be collaborating to:

- Review and update the ISMPE procedures, applicable to mentoring and coaching
- Develop a number of support tools and mechanisms as a resource for membership in clarifying processes and procedures, in particular for EMCC accreditation managers
- Develop the marketing strategy to promote the award, in co-ordination with the Marketing team, particularly with EMCC International and its Affiliated Countries and Boards
- Work with the EMCC International Accreditation Steering Group to ensure that the accreditation route aligns with the overall direction of EMCC accreditation.

Denise and I will be inviting individuals to join the ISMPE WorkGroup to support the aforementioned activities and garner support for the successful marketing and implementation of this new EMCC award.





## International Accreditation Volunteer Opportunities



- Project Manager for International Accreditation Pilots
- Project Manager for International EIA Renewal and Upgrade International process
- International Accreditation Data Manager
- Business, Voluntary and Public Sector Liaison Managers (3 positions)
- **New** International Accreditation WorkGroup Leaders
  - Country Collaboration and Knowledge Sharing
  - Co-ordination of Assessor Professional Development across the International Assessor Accreditation Community



### EMCC Ireland Accreditation Update

#### Bill Byrne - EMCC Ireland Accreditation Manager

A survey of Irish Members was carried out in the middle of 2015. The purpose was threefold:

- To assess the level of interest in Accreditation among members
- To find out what type of support would assist our members in pursuing accreditation
- To raise the general awareness of Accreditation and Standards

The survey provided us with a lot of useful information. Based on the survey response, our assessment was that members required some 'pre-application' support, in other words, support in advance of making their application, aimed at helping them to prepare for accreditation at the earliest possible stage. On this basis we have put in place the following:

- A dedicated accreditation email address for Irish members who have accreditation queries.
- Members can book a telephone or Skype call to discuss accreditation with the Irish Accreditation Manager. In general these calls deal with issues

such as clarifying accreditation requirements, supervision, record-keeping, CPD etc.

- We held a free Accreditation Information event in October 2015 and April 2016. These help to market accreditation and to encourage more members to pursue accreditation.
- We have twice given a one-hour presentation on Membership, Accreditation and Standards to coaches completing their EQA Accredited Programme at the Irish Management Institute.
- We produced a short Accreditation Bulletin for Members and have now expanded this into a broader Membership Bulletin that includes more general information and updates on EMCC matters. We will have a bulletin every quarter and this will help in promoting accreditation as well as CPD and standards.

If any Affiliated Countries would like to find out more about our programme of support then please get in touch.



### Current news from behind the scenes of EMCC International Research

#### Zoltán Csigás EMCC International Vice-president Research

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

A number of things have been happening in Research recently that I'd like to bring you up to speed on regarding the main topics that we are dealing with in Research at the moment.

#### RESEARCH CONFERENCE



We have a great set of speakers addressing different topics from health coaching to the learning of coaches and mentors. **The two keynote speakers: David Gray and Jonathan Passmore** will shape our conversations. We'll be offering **two MasterClasses to enable you to enrich your practice – delivered by Sari van Poelje and Po Lindvall**. (For a detailed timetable please visit the conference website at [www.EMCCconference.org](http://www.EMCCconference.org)).

As the vision of 'bridging the gap between research and practice' has been an important element in EMCC's research activity, we'll use the conference to move this agenda forward. We will be exploring the

findings from the EMCC International's recent survey into the gap between coaching practice and research and how this might be 'bridged' in ways that enrich the connectivity across our practice. We will be revealing our latest research 'thought piece' which aims at re-thinking research for our challenging times – in terms of harnessing curiosity, of sparking innovation, of connecting us as people and issues, and impacting the world around us.

**The Research Conference will be the only EMCC International conference in 2016**, so besides all the interesting topics, the event will be a platform for networking and meeting fellow EMCC members.

We aim to **enrich to conference experience for all of you**, so additional ideas and initiatives are being developed at the moment. For example we are in discussions to provide additional on-line content – in the form of post-conference webinars – to all our participants.

### NEW RESEARCH WORKGROUPS

As you might have noticed EMCC International has published a number of new volunteer opportunities (take a look at them [here](#)). Amongst these you'll be able to find the call for volunteers for three new research-related WorkGroups.

- One research project will be dealing with coachees and the coaching relationship. We aim to bring new understanding, and practical application to the ingredients of the coaching relationship by exploring different contributions and perceptions within the process. The bottom line goal is, of course, to use the results in improving our practices, improving practice.
- Another newly launched initiative will deal with the state of mentoring in Europe – we aim to develop a structured overview of the field, in order to support our mentor members, and the field itself. The focus of this research project is to create an on-going 'thermometer' of mentoring practices; thus to follow the development and changes of the mentoring landscape.

### KNOWLEDGE SHARING

EMCC International Research has initiated two more projects to foster the knowledge sharing amongst coaches and mentors and to support the development of evidence-based practice through EMCC members.

- We are exploring the opportunities of on-line knowledge sharing practices at the international level. A number of different opportunities are open for us to move forward with and EMCC International will be experimenting with some of these in the near future. Besides the opportunity to join the relevant WorkGroup, we'd be interested in hearing about your own practice of knowledge sharing: your blogs, white-papers etc.

- We aim to develop a network of 'research-spotters' – to enhance the awareness regarding the high amount of research about coaching & mentoring out there in the world. We are planning to use different social media platforms to keep you all posted about the studies and results that might be relevant to your practice. Do you regularly spend time browsing the internet for interesting content? Why not join the developing spotter network? (you can find the call for volunteers [here](#)).

Research is about exchanging ideas, and building a common understanding. We are interested in your insights and ideas. Why not reach out to us – for example on LinkedIn.

Looking forward to hearing from you.

With best wishes,

**Zoltán Csigás**  
**EMCC International Vice-president Research**



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

**1-3 March 2017 – Edinburgh, Scotland**

**Irena Sobolewska**  
**EMCC International Vice President Operations**  
[EMCC\(dot\)VP.Operations\(at\)emccouncil.org](mailto:EMCC(dot)VP.Operations(at)emccouncil.org)

The theme of the next Annual Conference is:

### Professionalising your Practice

The sessions will be streamed into three key areas delivering the them:

- Competence – new ideas to build skills
- Practice – ways to increase your impact
- Results – research or case studies on what's working

We're currently accepting applications from people interested in presenting at the annual conference. Go to [www.EMCCconference.org](http://www.EMCCconference.org) to download the application form and guide to applying.



## Solidarity Coaching



**Guilaine Roullier Arduin**  
EMCC International WorkGroup  
Leader Solidarity Coaching

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



Each time I watch on the TV news, I think of all these opportunities to develop Solidarity Coaching in our European countries. We are facing a difficult situation with the arrival of thousands of refugees coming each day into our countries. This makes me remember that several of you mentioned, at the last EMCC conference in Istanbul, your will to contribute one way or another as a solidarity coach. I was sincerely touched by your different approaches, your projects, and moreover your concern.

*"I want EMCC to be acknowledged for its contribution to social responsibility and reflect our organisational values...."* said Lise Lewis, our President, some time ago.

**Let us look back and reflect upon ourselves, what is our small contribution to make this place a better world besides our day to day work? Did I really participate to help the most vulnerable or deprived citizens of our societies?**

There are several ways you can jump onto the train of Solidarity Coaching. We all know that 'A journey of a thousand miles begins with a single step'.

### HOW TO GET ON THE TRAIN?

You can register as a volunteer on the website, specifying your solidarity coaching interest. You can inform your EMCC Country President that you already have/will start(ed) some activities which could become the Solidarity Coaching project in your country. You can also contact me and I will be very pleased to mentor you. As a core international group, we are six solidarity coaches, in France, Greece, Luxemburg and Sweden, ready to give assistance.

We will be delighted if you can join our Solidarity Coaching community. Our target is to have 11 countries involved by our next EMCC international conference (March 2017). We are nearly there.

Best wishes

**Guilaine Roullier Arduin**  
WorkGroup Leader Solidarity Coaching



**Nadine Hemmer**  
EMCC Luxembourg Internal  
Communication Manager

[Lu\(dot\)communication\(at\)emccouncil.org](mailto:Lu(dot)communication(at)emccouncil.org)

Our association was founded in Luxembourg in 2006 with the intention of creating a platform for professional coaches and mentors that focused on ethics and quality and the sharing of experiences and best practices to support high-level standards in coaching and mentoring.

Our Founder and first President, Marie-Brigitte Bissen, who has since been re-elected several times, has instilled our association with a warm and friendly yet professional atmosphere that all our members enjoy. For the past ten years, we've been growing as a community, sharing the essentials of our coaching practice and supporting one another.

This year marks our tenth anniversary. From March 2016 to March 2017 we will be celebrating our past whilst looking to our future with a varied range of activities, around our chosen theme *"reinventing self to reinventing organisations"*.

To open this new chapter in our journey, our Board has redefined the EMCC Luxembourg motto to reflect who we have become as a community and what we want to stand for in the coming years:

**A community of professional coaches, supervisors and mentors whose mission is to support the professional development of its members through sharing experiences and best practices, to uphold ethics and quality, and to foster contribution to society.**

The values which unite us all are: **sharing, conviviality, professionalism and integrity.**



*We would like to address a special thank you to the EMCC International marketing team who have supported us by creating our 10th Anniversary banner.*

## News from EMCC Luxembourg

## News from EMCC France



### Transcript of speech of outgoing EMCC France President Thierry Gaches

Last night, I surrendered my mandate as EMCC France President during our annual General Assembly following which Gabriel Hannes was elected as our new President.

This is the end of a loop for me after seven years of volunteer commitment, including four as EMCC France President. You have to know when it is time to hand over and when I observe those who progressively took increasing responsibilities within EMCC France, as Directors, WorkGroup or Regional Leaders, I feel very confident about the future of our project and the continuation of our professional society.

As I am about to retire to become a simple member, I would like to remind everyone about some meaningful elements of our commitment as coaches and mentors as well as members of EMCC France. In 2012, when recently elected, I wrote to you:

"It (EMCC France) should speak out vigorously in the face of the unprecedented crisis we are going through. It should "hold the stakes, carry meanings and image" for the professional coaches and those that aim at becoming such. And also as self in the current society debate by putting forward its founding values such as: overture and openness, professionalism and ethics, welcome, solidarity and good willing respect, Europe and roots in the France regions."

As Coaches and Mentors, I invite you to interrogate once more the "why and what for" of your choice of this activity. And also to read again the "EMCC France project" and to check your alignment with some elements we had put forward:

Members:

- Are individually engaged in the world through a reflexive process that helps them to grow
- In all of France, they find a path to professionalism with accreditations that are recognised and defended, as well as other learning services : exchange of practices, solidarity supervision and so on ...that helps them to develop a truly professional coaching and mentoring practice"

My point here is not to teach lessons in a one-up position to anyone, but simply to remind us that, if we have progressed a lot from about 400 members to 700 members, we still have a long and winding road in front of us.

My wish for each and every one of us is to always exercise our job with passion and to recognise oneself in this other sentence of our project:

"They are proud to belong to this society, that brings them good management and information, quality services, active listening and the exercise of an activity with a clear and recognised society contribution"

The key word here is, of course: "contribution to society at large" ☺.

I wish each and every one of us a nice professional and personal path and to EMCC France to reach, under the wise leadership of its new Leaders, the vision we had defined of "the go-to body in coaching, mentoring and supervision, fully integrated into EMCC International and solidly rooted if the French regions"

A bientôt.

Thierry Gaches