

Autumn 2010



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## Our Contributors:



**EMCC 17<sup>th</sup> Annual  
Conference**

**18-20 November 2010**

**Mark the date in your diary!**

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



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Visit [www.emccouncil.org](http://www.emccouncil.org) and click on 'member Login'



## Message from our President

Petr Necas

Dear coaching and mentoring colleagues

I have wonderful news to share with you all. The EMCC Council has recently elected the next EMCC President. But before I share with you all who it will be, let me tell you a little background.

As you may, or may not, know the Council is made up of members from each of the affiliated countries. Each country, and there are 20 now, has one member who is usually the President of the country. If a country has a membership of more than 300 then they have two members which is the case for France, Spain, Netherlands and UK. The Council is responsible for setting the vision and direction of the EMCC. It also appoints the EMCC President and the Executive Board (who carry out the work of the Council on a day to day basis).

The President is appointed for a 3 year term and mine ends in November 2011. As part of the succession plan and hand over phase we have a President Elect for a year prior to me stepping down. Hence the need to appoint the next President now.

In September, the Council members were asked to vote (on behalf of their countries) for three 3 candidates – from Finland, Luxembourg and the UK. This is the next piece of good news. It was wonderful that we had three amazing, skilled and capable candidates. A true testament of what an exciting place EMCC is to be right now – the candidates had a real fight on their hands to get elected.

I am delighted to say that by a large majority Lise Lewis was elected as the next President. Lise will take up her role as President Elect during the conference in Dublin this November, she will then

become President during the following conference in Paris in November 2011.

For many of you Lise Lewis will already be not just a familiar name but also a familiar face. Lise has worked tirelessly for EMCC since the beginning. In the past she has been the person who has set up the EQA and EIA across Europe and has recently completed the assessor training enabling each country to launch EIA/EQA locally. For the last 2 years she has also been the Vice-President of External Relations working to bring on new EMCC affiliated countries. Her role has also included establishing and maintaining relationships with other organisations interested in the fields of coaching and mentoring looking to see how we can add value through these relationships.

I know that Lise's Presidency will take EMCC to new and exciting levels – CONGRATULATIONS LISE from all of us at EMCC.

BUT – you haven't got rid of me yet 😊. As I said before my term lasts for another year yet. And through this newsletter I am pleased that the Executive Board can share with you the interesting work they have been doing for EMCC on behalf of the Council and you – the membership.

I look forward to seeing many of you at the conference in November in Dublin. It's always a great opportunity not just for continuing profession development and a chance to refresh our thinking but for me a chance to talk to as many of the membership as I can. Please do seek me out at the conference, I would love to hear about your ideas and concerns and what you want from EMCC both now and in the future. And if you aren't able to attend the conference then do feel free to contact me by email at any time – my door is always open.

Regards

Petr Necas  
EMCC President  
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## Development of a new Quality Award

Lise Lewis  
VP External Relations

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I'm delighted to let you know that EMCC is starting work on a quality award for supervision training programmes and for the accreditation of individual supervisors. We are very excited about the prospect of this new development which is in its early stages. The group will report regularly on progress and if you would like to contribute as a member of the group – be in touch!



## From the Treasurer Alexander Vreede

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

In its essence a Treasurer's job is a very simple one. It's just about spending and collecting money. At home, in our personal lives, we do it all the time.

But from there the difficulties arise: how to collect the money, how to collect enough for all the needs EMCC has, how to make a fair division of who pays for what .....to name but a few.

How to spend the money looks easy at first: you just do it. But to spend it on what it is meant for is quite another matter.

So this is what the EMCC's Treasurer does: setting up a budget of costs that EMCC is certainly going to have if it wants to fulfil its tasks. What are EMCC's priorities, what is really relevant and what is just 'nice to have'? Which costs are inevitable and which do we have to get rid of in future? What do we absolutely need to run an efficient organisation? What will next year's conference cost? Do we need a margin for in case of emergencies? etc. etc. The result of all this deliberation and calculation is a huge figure of Euro's and Pounds Sterling.

But then the Treasurers problems really begin: how to collect this huge sum? Last year we designed an intricate model for the division of this sum over all EMCC's affiliated countries. Each country now pays a lump sum for being affiliated. Plus a uniform fee per country member. Over the result of this calculation we apply certain reductions e.g. for newly affiliated countries to help them get involved in EMCC; for 'economically disadvantaged' countries (over the meaning of this we have had surprisingly few discussions!). To this sum per country we can add a sum we hope to get from next year's conference which always makes us guess how many attendants we will have and how many of them will be smart enough to book early and use the 'early bird' discount. A lot of guesswork I can guarantee!

The end result always makes your Treasurer wonder whether the total of all these sums will be enough to really cover all EMCC needs. In the last two years it did, fortunately.

Is that all? No, it isn't. Now a new problem arises: how to find out the number of members per country and how to get countries to actually pay the sum they have to pay. In this field we have made a remarkable progress: almost all countries now pay their fees without hesitation. And most of them almost on time. The latter is of course vital for EMCC's finances. As you all know from your private finances one has to pay when the time an invoice is due. And if at that time you don't have the actual funds but only sincere promises from people who owe you money you're in trouble. But thanks to the cooperation of Treasurers in each most countries this has not yet happened to EMCC, although we have had some narrow escapes.

So now you know what the EMCC Treasurer does. And why I am now ending this contribution to start preparing the 2011 budget!

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## EMCC 17<sup>th</sup> Annual Coaching and Mentoring Conference

Irena Sobolewska

[EMCC.GeneralSecretary@emccouncil.org](mailto:EMCC.GeneralSecretary@emccouncil.org)

It's hard to believe that the conference is barely 5 weeks away. As ever, the preparation is reaching a fever pitch. We want to make sure this is the best ever.

This year the range of keynotes and session speakers is ever more excellent. I know that anyone attending will get so much from the conference.

If however, you can't be with us then don't forget to sign up to the EMCC twitter – EMCCouncil11 – as we'll be tweeting away during the conference so that you can all share what's happening. We'll be sending instant comments, feedback, photos and even links to videos of speakers, so it's well worth signing up now to be ready and make sure you don't miss out. Now, I recognise that twitter and how to use it may not be at everyone's finger tips (I sent my first tweet over the summer!) so if you need help with how to set up your twitter account and link to EMCCouncil11 then don't hesitate to ask our administration team

[EMCC.Administrator@emccouncil.org](mailto:EMCC.Administrator@emccouncil.org).

Finally, you heard it here first! I am launching a competition for anyone attending the conference. Send me a note on "why I am attending the conference". The winner will be the most compelling or amusing answer and will be chosen just before the conference. The prize – an upgrade to a suite at the castle for the duration of the conference,



## EQA/EIA Assessor Training Update

by Lise Lewis

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We've now completed the programme of assessor training set up by EMCC and covered in our last newsletter.

A further programme was organised by EMCC Greece and was in Athens from 23-25 September. Well done Alexandra Eleftheriou and Gilles Gambade for their excellent organising of this self financing event. Representatives from Czech Republic, Croatia, France, Greece, Ireland and Sweden attended the training.

Following the 3-day programme, trainee assessors will complete their own EIA and also participate in a learning assessment of an EQA and EIA application before they are become qualified assessors.

We are delighted that our trained assessors will of course be excellent ambassadors for EMCC in promoting our quality awards of EQA for coaching and mentoring training programmes and EIA for individual coaches and mentors.

## EMCC 1<sup>st</sup> European wide Coaching and Mentoring Research Conference

The planning phase for our first ever Europe wide Coaching and Mentoring Research Conference is almost over. We are currently waiting on venue confirmation and are hoping the dates will be **7<sup>th</sup> and 8<sup>th</sup> July 2011**. So pencil these dates out in your diary now and look out for more information coming soon.

Watch out for the call for presenters – if you have done or are doing interesting research in the field of coaching and mentoring then this conference will be THE place for you to share your ideas and results with like minded people and of course, as ever with coaches and mentors, get amazing idea and feedback in return.



## External Relations

Lise Lewis  
VP External Relations

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## New Countries

Discussions are continuing on new affiliations for the EMCC. Since the last update we have interest also from Australia and Austria.



We try to support the country representatives with buddying from existing Presidents (thankyou!), offering promotional visits from our EMCC Ambassadors David Clutterbuck and David Megginson and opportunities for growing membership through EQA and EIA update sessions.

We already have comprehensive support material available on box.net which outlines the process for becoming affiliated to EMCC.

*I want to develop a 'guide' of ideas to share with countries working towards affiliation. The aim is to provide a variety of ways for encouraging people to want to know more about us and, of course, why they definitely need to become members! .If you have suggestions for inclusion, I will be delighted to receive them.*

**If you would like help with growing membership or have contacts in countries where EMCC can be represented - be in touch!**



Follow the  
President's Blog

Visit:

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



## Solidarity Coaching in Europe

Guilaine Roullier-Arduin

In the French EMCC, "Solidarity Coaching" has existed since 2004. It was

developed in order to accompany persons with very low revenues who cannot afford a coaching when traversing difficult transitional periods in their professional life. Some partnerships are set up with different organizations such as organizations for women and for unemployed people which address coachees to the association.

At EMCC Luxemburg, they have set up "Solidarity Coaching" mainly for Bachelor and Master students in partnership with the Luxemburg University in order to accompany them towards a better integration in a multi-cultural and multilingual environment and to facilitate their success during their university years.

As you may see there are several ways and several possible partnerships to develop "Solidarity Coaching". The common features in these different partnerships are to provide a coaching for the most vulnerable or deprived citizens of our societies. Furthermore, it is allowing us to be our own ambassadors of the profession by conveying the message among people that coaching is an efficient and needed instrument and, hence, should be more considered for personnel development.

"Solidarity Coaching" is now an EMCC project which aims to gather volunteer coaches from EMCC affiliated countries towards a societal cause. It will be based on a common understanding, common rules of "Solidarity Coaching" which will then be implemented in every country, respecting each national cultural environment.

This new EMCC project needs people, energy, enthusiasm and a bit of adventure spirit.

If you are interested in developing "Solidarity Coaching" in your country and joining the volunteer coaches network, please let Irena Sobolewska

[EMCC.GeneralSecretary\(at\)emccouncil.org](mailto:EMCC.GeneralSecretary(at)emccouncil.org) know who will pass the information to Guilaine Roullier-Arduin who is managing the project on EMCC's behalf.



## Web update

by **Ruud de Sera**  
VP Communications

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We are making good progress and all country web-admins have now access to the CMS since beginning of September. Some of the webadmins have already started to add content to their webpages and translate the navigation to their local language.

The web taskforce has had two phone conferences and Enzo Moliterni from Switzerland and Javier Nesofsky Criado from Spain and Chair Membership and Marketing have joined the team.

The taskforce has identified the need for someone who can oversee and manage the translation of generic EMCC content in order to get round several linguistic issues, including the meaning and use of the words 'coaching' and 'mentoring' in different languages.

The week starting with October 4 will see intensified efforts on the front-end of the website, which will then be made available successively to the webadmins.

**An English speaking version of the website is expected to go live in the weeks ahead of the Dublin Conference.**



## Standards Update

By **Christoph Epprecht**  
VP Standards

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The role of the EMCC Standards Group is to provide quality assurance of products across EMCC including the development of standards.

On their Helsinki meeting on Friday 27th August, the EMCC Executive board have decided to clearly distinguish between activities that are related to **EQA/EIA operations (Version 1.0)** on the one hand and **EQA/EIA/products development (Version 2.0)** on the other.

The decision led to building five sub-groups to deal with issues of **EQA/EIA/products development (V2.0)** and a steering group for coordination and recommendations to the Executive Board.

These five sub-groups and their leaders and members are:

- 1. EQA development, led by Marina Dieck (UK)**  
Members: Hans Fibbe (NL), Martin Harder (DE), Javier Nesofsky (SP), David Sleightholm (UK), Carmen Valls (SP), Ned Skelton (UK).
- 2. EIA development, led by David Sleightholm (UK)**  
Members: Hans Fibbe (NL), Thierry Gaches (FR), Claire Hack (UK), Martin Harder (DE), Po Lindvall (SE), Javier Nesofsky (ES), Carmen Valls (ES).
- 3. Competence Framework development, led by Anne Brockbank (UK)**  
Members: Ned Skelton (UK), Po Lindvall (SE), Margreet Rierink (NL), Christoph Epprecht (CH).
- 4. EQA/EIA development for coach/mentor supervisor, led by Lise Lewis (UK)**  
Members: Hans Fibbe (NL), Po Lindvall (SE).
- 5. Quality assurance development, led by Christoph Epprecht (CH)**  
Members: Javier Nesofsky (ES), Ned Skelton (UK), David Sleightholm (UK), Alan Ward (UK).

### **Standards Steering Group, led by Christoph Epprecht (VP Standards)**

Members are the sub-group leaders: Marina Dieck (UK), David Sleightholm (UK), Anne Brockbank (UK), Lise Lewis (UK), Christoph Epprecht (CH).

### **Defining the remits**

The aforementioned volunteers are now in the process to define the remits and boundaries for each Standard sub-group and the steering group.

### **Volunteers are welcome**

If you are interested to volunteer in one or several of the five Standards sub-groups, please contact Christoph Epprecht, VP Standards at [EMCC.VP.Standards\(at\)emccouncil.org](mailto:EMCC.VP.Standards(at)emccouncil.org)



## EMCC Executive Board Meeting Review

Irena Sobolewska

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

### The EMCC Executive Board met in Cologne on 8 October for its bi-monthly operations meeting.

The event was precursored by a meeting with the EMCC Germany board where we discussed the local coaching and mentoring market, how EMCC Germany is doing, what are their plans and priorities for the next 4 years as well as what EMCC can do to help them achieve those. It was also an opportunity for the Exec Board to update the German board on our activities and plans. We then went on to have a very enjoyable and informal discussion on coaching and mentoring (and other things) over dinner. This style of meeting with an affiliated country board the evening before an Exec Board meeting (which takes place every 2 months) is what is planned throughout 2011 and beyond.

The next day, the Exec Board meeting itself had an agenda that covered each of the areas of responsibility of the Exec Board members plus key projects and other items.

To kick us off Alexander Vreede, the Treasurer, presented the first draft of the 2011 budget ending with the, not unexpected, but unpleasant surprise that if we wanted to spend all the money that we had put bids in for then we would end up with a huge deficit. So back to the drawing board – each Exec Member is now tasked with letting Alexander know what they see as the priorities for EMCC for 2011. Alexander will then create the second draft of the budget (without a deficit!) and present it to the Council for approval at the next Council meeting on Wednesday 17th November.

Next up on the agenda was Standards led by Vice-President Christoph Epprecht. Christoph briefed the Exec Board on the working parties he had set up looking at the future of Standards in EMCC – see elsewhere in the newsletter for a full update. We got slightly distracted with a tangent of the future of Research (not just Standards related) for EMCC but managed to pull ourselves back from the brink by agreeing to add the subject to the agenda of our next meeting (and so the list for the next meeting started .....). We then reviewed all the current EIA and EQA issues and concerns including discounting methods for combined EQA applications, whether updated EQA certificates (from the EQA level name changes) have been sent out or not, the proposed license agreement for

countries to run the EIA EQA (or not) and much, much more.

Then Ruud de Sera, VP Communications updated us on the progress of the new website. This has not been a project without hiccups and delays along the way and the Exec Board is as anxious as the rest of EMCC to ensure that the right website is launched before the conference in Dublin – so not much time left now. The difficult in creating a website that runs to the specifications and various needs of (currently) 20 countries specifications has proved an interesting challenge – some countries speak multiple languages and this has had to be accommodated, each country can set their own membership categories and structures, some countries have their own newsletters and others don't etc. A lively discussion ensued about who would verify the content of what was being said in local languages about EMCC which led us onto the related subject of how we managed the quality, content and sense of locally translated materials which were non-website related e.g. marketing, EIA, EQA etc. Finally we agreed on a pragmatic way forward. All translated materials need to be verified by an assessor (in the case of EIA or EQA) and a country board member (in the case of everything else) as being a true translation of the original and not having lost the sense of what was originally intended. The person doing the verification could not be the original translator. This decision won over the more perfect but time consuming and expensive proposal that all materials would have to be professional translated and then professionally back translated into English.

In the middle of the website and communications discussion sandwiches and hot chips (frites) arrived. The addition of hot chips to the Exec Board menu is a long standing tradition based on the fact that a.) we all love chips and b.) we all hate cold chips. So when they arrive it forces us to stop our meeting and fill a plate of food. As usual, we didn't stop the meeting but ate whilst we continued working.

We then turned our attention to the upcoming EMCC Council meeting in November – what would the agenda be and how will the meeting be run? We agreed that we were keen to build on the excitement and energy created at the last Council meeting in June, so taking the building blocks of the June meeting (where does EMCC want to be in the future) we created a proposed agenda which now needs to be sent to Council for approval. Of course, the agenda also needs to hold some essential items such as approving the 2011 budget as well as, we hope, the official signing up of another affiliated country and the signing of each country's EIA EQA license agreements.

By now we were flagging and there was still 2 hours to go. So next we made our way through updates on the Dublin conference, the 2011 research conference and the 2011 18th annual conference in Paris. Then we heard from Lise Lewis, VP External Relations, on her work on encouraging new countries to affiliate to EMCC (currently Ukraine, Russia, Italy, Austria, Portugal, Romania etc) and creating working relations with external bodies e.g. ICF, WABC, COMENSA to name a few.

Then to the big item on our agenda – the future of the Exec Board, our roles, election processes and structure for EMCC. We realised our big mistake, leaving this important issue to the end of the agenda when we were very tired and didn't have much time. Anyway we made inroads into the subject. We studied the EMCC statutes and came up with several anomalies which we believe are not conducive with how EMCC needs to (and is) currently working and will work in the future. We have a list of recommendations for the future. We agreed to draft a revised description of each our Exec Board roles. We added a discussion on future structure for EMCC (including committees, what is happening with them and should we have them in the future) to the Council agenda.

Then finally it was time to say our goodbyes. We had as usual covered a lot, importantly the meeting had been fun and we'd had laughs along the way. As usual we had gone down a few rabbit holes and had to pull ourselves back from some interesting but non-agenda discussions. Importantly we were all leaving with a list of new actions but even more importantly everyone was revitalised and newly committed to their roles and making the Exec Board work on behalf of the Council (and the membership of EMCC). We had also created a list of things that MUST go onto the next Exec Board agenda which has left me grappling with just how, once again, we fit it all in. Our next meeting is December when we visit EMCC Spain so there's a bit of time before I really need to think about that though!