

June 2008

EMCC
European Mentoring &
Coaching Council



news letter

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Not a member of EMCC?

Click [here](#) to visit the EMCC website membership page

EMCC 2008 Conference

Prague 4th – 6th Dec

€100 discount for members
plus

€100 discount if you pay
before 30th June

Click [here](#) or visit
www.emccouncil.org/ and
click on Annual Conferences

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

Notice:

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

EMCC communicates to members
through three channels: a discussion
forum, e-journal and newsletter.

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EMCC is a non-profit organisation
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EMCC Holds 1st Meeting of the Council

By Julie Hay, EMCC President

It may seem strange to announce a 'new' Council but the meeting just held in April was the first after the formal signing of many affiliations. Affiliation is the process whereby a national EMCC, legally constituted in its own country, signs a formal contract with EMCC and thus becomes a part of the EMCC. Each affiliated national body then sends a delegate to Council meetings and representatives to the various EMCC Committees.

Affiliations signed were with the UK and France (2 delegates each due to the size of membership) and Germany, Switzerland, Luxembourg (the first one ever signed!), Serbia (special arrangement due to local laws), Denmark, Sweden, Czech Republic and Malta.

Due to local legal constraints, special arrangements are still needed for EMCC Turkey.

Guests

Some countries are close to signing and had sent 'guests' to the meeting – guests join in all discussions but would not be counted if a vote became necessary. Guests at the April meeting were from Ireland and the Netherlands.

(See next page for a group photo of the Council).

Steering group replaced

In case you are wondering what happened before this meeting, EMCC was being run by the Steering Group. This group was set up to manage EMCC whilst the full affiliation procedures were being implemented.

The members of the Steering Group have now become the members of the Council. This is a major step in the growth of EMCC, and it is exciting to see how many more countries are engaged in the process of affiliation.

Managing growth

Until a country has a large enough number of volunteers to set up their own national EMCC and go through the affiliation process, members in that country are regarded as direct members of EMCC EU - i.e. we keep them in their own database. The numbers involved change frequently because their membership details are moved to the appropriate national database as each new EMCC is created.

E-Journal Has New Editor

Angélique du Toit writes:

It is indeed an honour to have been given the opportunity to take over as Editor from Bob Garvey who has put in such a tremendous effort in creating the credibility of the journal world-wide. One of the unique elements of the



journal is the inclusion of papers from both a research and professional perspective. This reflects a strong personal view that the practice of mentoring and coaching should be underpinned by sound research. As a relatively new profession, there are tremendous opportunities for the practice to be strengthened by leading research and new areas for investigation are continuously emerging. It is my intention that the journal will continue to reflect cutting edge research undertaken in mentoring and coaching.

Regular dates

The journal will from this year have two regular dates of publishing, namely June and December, which will assist authors in planning the submission of their papers in advance.

I will share ideas for the development of the journal as they emerge and in the meantime, I very much look forward to the continued contributions of quality papers to stimulate the debate in mentoring and coaching.

Click **here** for a taster of the e-Journal or in your browser visit <http://www.emccouncil.org/> and then log in with your member username and password to access the full version.

Update on Affiliations

By Julie Hay

In addition to Turkey, Ireland and the Netherlands, there are active groups close to affiliation in Belgium, Spain and Poland as well as ongoing discussions with Estonia, Finland, Hungary, Portugal and Slovenia.



EMCC Council 2008

Back row: Petr Necas - delegate from EMCC Czech Republic and Chair EMCC Research Committee, Soren Backman - delegate from EMCC Sweden, Marcus McInerney - guest from pending EMCC Ireland, Alex Engel - guest from pending EMCC Netherlands, Alexandre Vreede - guest from pending EMCC Netherlands, David Megginson - delegate from EMCC United Kingdom and EMCC Ambassador, Christoph Epprecht - delegate from EMCC Switzerland and Chair EMCC Standards Committee.

Front row: Lloyd Denton - delegate from EMCC Turkey, EMCC Vice-President and Chair ICF Taskforce, Irena Sobolewska - delegate from EMCC United Kingdom, EMCC General Secretary, Julie Hay - EMCC President, Paula King - guest from pending EMCC Ireland, Hande Yasargil - delegate from EMCC Turkey, Chair EMCC Conference Committee, Marie-Brigitte Bissen - delegate from EMCC Luxembourg, Gregoire Barrowcliff - delegate from EMCC France, Chair Regulatory Taskforce, Joseph Montebello - delegate from EMCC Malta.

ICF/EMCC Boards to Meet

By Julie Hay

We have for some time had very amicable and constructive contact with ICF. Our two organisations share a desire to maintain and develop high standards of professionalism across the coach/mentoring community.

We have already had some very useful tele-conferences as well as meetings of the respective Presidents. There are interesting co-operative contacts between some national EMCC's and ICF's. We have also initiated some pan-European projects.

By the time this newsletter reaches you, we will be about to have a meeting between the ICF Board and EMCC Executive Board (in Geneva on 25th June). Watch out for more information about this in the next newsletter, or contact EMCC Vice President Lloyd Denton:
EMCC.VicePresident.LloydDenton@emccouncil.org

or EMCC/ICF Liaison Taskforce Member Michel Moral:
EMCC.ICFtaskforce.MichelMoral@emccouncil.org
if you want to know more.

And please let Lloyd or Michel know of any local ICF/EMCC contacts so they can make sure we co-ordinate and leverage these as part of our overall strategy.

Prague 2008

The 15th Annual EMCC Conference will take place from midday 4th December til midday 6th December 2008 in Prague.

Click **here** to download brochure. (PDF 570KB)

Click **here** for booking form. (Microsoft Excel 180KB)

Or in your browser visit <http://www.emccouncil.org/> and click on Annual Conferences

EMCC Conference 2009

The 2009 Conference will be held in the Netherlands. A final choice of hotel has yet to be made but it will be near to both Schiphol and Rotterdam airports.

It has proved difficult to keep the early December pattern that was planned – we were unable to go to Paris this year because hotels tend to book through December for Christmas events, and in 2009 it would have clashed with a major public holiday. So the conference will be scheduled for Friday/Saturday/Sunday, 26th, 27th and 28th in November 2009.

Netherlands discussing affiliation



Malta signing Affiliation Agreement



Two New Countries

By Julie Hay

Netherlands

NOBCO is a guild with around 1400 members in the Netherlands. They are completing the affiliation procedures with a view to becoming EMCC NL.

The photo opposite shows NOBCO President Alexander Vreede, NOBCO Vice President Alex Engel, EMCC President Julie Hay and EMCC General Secretary Irena Sobolewska reviewing the documentation.

We expect shortly to sign a letter of intent relating to affiliation, after which NOBCO will be consulting their members to seek agreement to affiliation.

NOBCO are also organising the venue for the 2009 EMCC Conference – see opposite.

Malta

Because so much EMCC business is conducted at a distance, documentation tends to be progressed via email or snail mail. It was, therefore, a particular pleasure to be able to conduct a formal signing of an affiliation agreement.

The photo opposite shows Joe Montebello, Vice President of EMCC Malta and Julie Hay, EMCC President, signing the documents, EMCC General Secretary Irena Sobolewska is looking on.

More awards!

At a ceremony in June more European Quality Awards (EQA) were presented to UK organisations including an in-house programme run by the BBC. Click [here](#) for a UK list of award holders.

Don't forget we also have courses approved in France, Germany, Ireland, and Sweden, including an in-house programme in Germany. Click [here](#) for a list of the award holders.

There are more awards in progress. Keep checking the website!

Research Exchange

We are working on introducing pages on the website where researchers can enter details of what they are working on and what involvement they offer or request and where members (and non-members) who are interested, can respond. Until the website programming is completed, we are running any items we receive within this newsletter.

The following is one we have received from Professor David Gray, Professor of Management Learning at the University of Surrey in the UK.

What do we need to know about the coach-coachee matching process?

Where and how do coachees, typically, find a coach? What kind of criteria do they use when making this important but often difficult decision? Are the skills, qualifications and experience of the coach significant attributes when making this decision? Does gender play any part?

Online survey

These and dozens of other interesting questions are part of our extensive online survey of the matching process in coaching. See: https://www.surveymonkey.com/s.aspx?sm=ckhmVnDS_2b1rs5qrJ1jsfBw_3d_3d

Would you like to help us?

Of coachees

If you are a coach, could you pass on this message (and the link above) to any (or all!) of the people you have coached in the last 3 years. If you are a coachee, could you complete the survey and perhaps pass this message onto colleagues or friends who you know have used a coach. Please note, this survey is for coachees not coaches!

The results of the research will be disseminated through professional coaching magazines, at international conferences and through academic articles. By understanding more about what coachees are seeking, coaches will, hopefully, be in a better position to deliver what the market needs – to the benefit of all.

News from Countries

EMCC Switzerland 2008 Launch

By David Megginson, EMCC Ambassador

EMCC Switzerland for its first event of the new year combined with the Fachhochschule Nordwestschweiz at Olten to offer an afternoon programme at the Fachhochschule on 27th February on Dysfunctionality at the leadership level: and possibilities for its correction (Dysfunktionalität auf Führungsetagen - und Möglichkeiten zur Korrektur). The afternoon had a series of top academic and organisational speakers followed by parallel workshops.

2008 launch of EMCC Turkey programme

By David Megginson

EMCC Turkey held a session to launch their programme for 2008, at Sabanci Center in Levent, Istanbul, on the evening of Wednesday 23rd January.

International corporations

Over 50 people attended. Sabanci group (one of the largest Turkish conglomerates) were generous and flexible hosts. The event was free and open to all, and was attended by many of the small group of executive coaches in Turkey, plus a great many HR and Development professionals from major companies and senior executives from international corporations, including some chief executives. One of the few coaching specialists from a Turkish University was also present.

Purpose in the coaching relationship

The evening was set off by an introduction from Tim Bright – one of the founders and a Board Member of EMCC Turkey and a presentation from Hande Ysargil, President, about EMCC's role. David Megginson, EMCC Ambassador and Professor at Sheffield Hallam University, then presented on Goals and purposes: who sets the coaching agenda? Coaching is seen by many as a goal based activity. David's research raises some challenging questions about the dark side of goals. He also talked about his work with coaches on their own purpose and how this relates to purpose in the coaching relationship.

/over

He outlined his current research is on who contributes to the agenda in coaching and how, and raised questions about the nature of coaching and its place in organisations and society.

Creative experiences

Vivien Whitaker, a researcher and Visiting Fellow at Sheffield Hallam University, explained how coaching can be more than verbal dialogue. Different insights can be gained from using creative methods of working together, in addition to talking. In this interactive workshop she explored the benefits of using creative experiences in mentoring and coaching and discussed the underpinning theoretical rationale for doing so.

Original creative methods including 'Exploring Your Dream' and 'Situational Mapping Using Modelling' were explained in depth and participants had a choice about which methods they would like to experiment with.

Senior executives rolled up their sleeves

Workshop members worked together in pairs, each having the opportunity to explore current issues. Learning from the process of the activities (but not the content which remained confidential within the pairs) was discussed in the larger workshop group. HR people had warned that senior executives are not willing to roll up their sleeves and experiment in such settings, but this audience showed that they were up for trying something new. Membership application forms were taken by some of the audience.

United Kingdom By Irena Sobolewska

People: The May EMCC UK board meeting was the first for Mike Hurley (right) as the newly appointed UK President. He took over the office from Zulfi Hussain at the EMCC UK conference in March. Click **here** for a special edition of the UK May 08 newsletter featuring Mike Hurley (PDF 160KB)



or type <http://www.emccouncil.org/uk> in your browser and click on Newsletter EMCC UK. David Clutterbuck, David Megginson and Eric Parsloe are appointed Life Honorary Vice-President

in recognition of unstinting service and contribution to EMCC as core-founding players of EMCC. Welcome to newly elected board members Jan Bowen-Nielsen, Chris Gulliver and Jenni Jones. Farewell to Scott Telfer – EMCC UK board member since 2006.

Events: David Megginson “Creating a Coaching Culture” 1st Sept; Bob Garvey “Getting Your Work Published” 25th November; All day MasterClass 28th October - choose two half-day workshops out of four by Jenny Bird, Miles Downey, Elizabeth Ferguson and Peter Szabo. All are London-based, where the majority of our members are. Further details on the UK calendar of events on the UK web page: www.emccouncil.org/uk.

We would be delighted to run these or similar events regionally, for example there is an Ethics workshop at Oxford in October. If you can identify at least 12 participants (EMCC members or not) for a workshop in your region then contact Sandra Wilson: UK.Chair.ConferenceCommittee@emccouncil.org.

Notices

Publication dates and production deadlines for the Newsletter and e-Journal.

e-Journal

Authors who would like to make a contribution to the journal are requested to submit their papers for review by the 30th of October for the December edition and 30th of April for a June publication.

Newsletter

News stories, information and events about the EMCC in your country are welcome. Please keep within 200 words. After this newsletter we shall establish a pattern for the future. Copy deadlines 31st January for the March edition and 31st July for the September edition. Send to: EMCC.editor.newsletter@emccouncil.org.

Forum

Posts between February and June 2008 have included three sets of work opportunities for coaches. Click **here** to go to the EMCC Forum or go to www.emccouncil.org and then Forum.