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Our Newsletter Contributors:



EMCC International is delighted to announce the **winner** of the 'Conference Survey' and the recipient of a **free place at the EMCC International Mentoring and Coaching Conference** is **Diane Brennan from USA.**





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

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

**Dear EMCC colleagues**

I'd like to open this latest newsletter with updates on primary activities within EMCC and an external perspective.

**PEOPLE NEWS**



A warm welcome to Heike Rudolf von Rohr as new President of EMCC Switzerland and much appreciation to Christoph Epprecht for his valued contribution as outgoing President.

**COUNCIL NEWS**

Much of the focus for 2016 has been to review how effectively and efficiently the unchanged current structure is meeting the vision for the future of EMCC. The EMCC Council representing our Affiliated Countries and the EMCC International Executive Board are working together to determine what, if any, changes will be beneficial.

Informed by suggestions for proposed changes, a pilot was agreed at the June 2016 Council meeting primarily to evaluate the availability of Council members to regularly participate in the development of EMCC. Council delegates are usually Presidents of Affiliated Countries that already brings a significant workload in providing leadership for the Country Boards. The pilot running for 6 months is planned to complete in February 2017 when the outcomes of two projects will inform Council's capacity for this potential increased workload.

Decisions about the future structure for EMCC are likely to be defined at the April 2017 Council meeting.

You'll hear more about the pilot as news emerges and, in the meantime, you may like to gain insights from your Country Board.

**DEVELOPING EMCC SERVICES TO THE INDUSTRY**

A research project on developing services for multi-nationals with internal coaches/mentors has been running for the past six months. The purpose is to identify how and what EMCC can contribute as a professional body in support of professionalising Organisational Coaching/ Mentoring and to encourage growth in Corporate Membership of EMCC.

Early findings from 1:2:1 interviews with organisational representatives responsible for in-house programmes and EIA holders working as internal coaches will be published in an article written for Coaching at Work early in 2017. A full report following project completion in the first quarter of 2017 will be available to contributing organisations and for Council to inform the development of activities for country membership.

Please remember to send your news for inclusion in future newsletters – we all want to hear from you and what's happening where you are! I'll also welcome hearing your thoughts and ideas on what you'd like to see as future developments for EMCC.

Enjoy the rest of the newsletter!

**Very best wishes from Lise**

*Lise Lewis*



We're now accepting applications to speak at the International Research Conference in June 2017. An application form and guidelines are available on the conference website

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

**EMCC**  
European Mentoring & Coaching Council

**23rd Annual International Coaching and Mentoring Conference**  
1-3 March 2017  
Edinburgh  
Scotland

**7th International Coaching and Mentoring Research Conference**  
14-15 June 2017  
Greenwich University  
London

# EMCC

European Mentoring & Coaching Council

## 23rd Annual International Mentoring and Coaching Conference

*PROFESSIONALISING YOUR PRACTICE*

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

The EMCC Annual International Mentoring and Coaching Conference will be **THE** place to be in March 2017!

Book now and join us to meet old friends and make new ones all whilst continuing your professional development and professionalising your practice.

Over 35 highly interactive sessions covering wide ranging subjects such as:



- Embracing paradox
- Visibility of results vs confidentiality
- Getting into 'flow'
- Coaching for high integrity
- Complexities of multi-stakeholder contracts
- Setting up a supervision chain
- Mentoring executives
- Becoming a reflective practitioner
- Team coaching, power of inclusion
- The ethical mentor
- Coaching for resilience
- Leader as coach/mentor
- The skilled coachee and many more.

**Compliment your conference booking!**

For just €75, why not book one of the pre-conference MasterClasses

With several options available, each MasterClass contributes to the overall theme of 'professionalising your practice'

EMCC International will be running highly interactive workshops throughout the conference on the topics of Accreditation, Ethics, Mentoring, Research, Solidarity Coaching and Supervision.

A great opportunity to learn how you can help shape the future, get involved or simply keep in touch with progress.

### Keynote Speakers



**Baroness Tanni Grey-Thompson DBE**  
**Wednesday 1 March**

One of Britain's most successful Paralympic athletes and member of the House of Lords



**Dr Paul Brown**  
**Thursday 2 March**

Neuroscience expert will discuss 'Incoherent Coaching'



**Piet Jansen**  
**Friday 3 March**

Bringing a message of hope and inspiration

**For more information and to register online today!**  
**[www.EMCCconference.org](http://www.EMCCconference.org)**



## Accreditation

**Denise Whitworth**  
**EMCC International Vice**  
**President Accreditation**

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

## European Quality, Global Recognition

EMCC is setting the standards and benchmarks in Professional Coaching and Mentoring Accreditations. Short, medium and long term plans are in place across all EMCC Member Countries, to secure benefits for individuals and organisations.

### KEY INITIATIVES:

- Professional Pathways – approaches to value and recognise Skills Practice, Professional Development and Competence towards Mentor/Coach and Supervision Individual Accreditation
- International Pilot to explore pathways to reinforce the GOLD STANDARD of our European Quality Awards and Individual Accreditation - EMCC Providers across 15 Countries
- Raising the profile of our EMCC Programmes Internationally
- New opportunities for accrediting short courses/modular programmes cross referenced to the EMCC Competence Frameworks for Mentoring/Coaching and Supervision
- Reinforcing the value of the EMCC dynamic assessment process
- Embedding European Individual Accreditation (EIA) opportunities into our European Quality Awards (EQA and ESQA) in partnership with our well established Programme Providers across 35 Countries
- Raising the profile of Skills Practice, Reflective Practice, and Supervision
- Multi National and Corporate Accreditation Partnerships
- Application of research and quality procedures to inform Assessment Policy, Planning and Practice
- Mapping European Qualifications against the EMCC Quality Standards for Mentoring and Coaching, and Supervision – Recognising Prior Learning

In particular we are delighted to report on the successful launch of the **EMCC International Standards for Mentoring and Coaching Programmes (ISMCP)** – thank you to Julie Haddock-Millar, our ISMCP International WorkGroup Leader, and to all involved in raising the profile of this exciting new initiative!

(see Julie's interview in this issue).

The EMCC ISMCP is an independent accreditation awarded to organisations designing, delivering and evaluating mentoring and/or coaching programmes - an audit check on quality, allowing organisations to reflect on its processes, procedures and outputs, AND assurance that organisational programmes are of an agreed standard and benchmarked against best practice.

Volunteers who are interested in leading or being involved with any aspect of our International Accreditation projects and developments please take a look at accreditation volunteer opportunities [here](#) and contact [EMCC\(dot\)Administrator\(at\)emccouncil\(dot\)org](mailto:EMCC(dot)Administrator(at)emccouncil(dot)org)



**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 Awards

Congratulations to everyone who achieved an EMCC EIA accreditation  
April - November 2016



### Foundation level

**Franck Alazet** – France  
**Margret Masterson** - Ireland  
**William Molloy** - Ireland  
**Elizabeth Pickett** – UK  
**Anne Gabrielle Planchard** – France  
**Ada Schallenberg-v.d. Bunt** - Netherlands

### Practitioner level

**Karin Andela** - Netherlands  
**Vassia Atsali** - Greece  
**Marcel Buret** – Switzerland  
**Shelley Crawford** – Ireland  
**Jason Davenhill** - UK  
**Aileen Dempsey** – Ireland  
**Kalina Grela** – Poland  
**Anne Heldring** - Netherlands  
**Jos Houben** - Netherlands  
**Bianca Ioaniddes** - UK  
**Henry Koopman** - Netherlands  
**Catherine Marissiaux** - France  
**Olga Matsouki** - Greece  
**Helen Millen** – UK  
**Carol Pearson** – UK  
**Ieta Polman** - Netherlands  
**Laurent Sachs** - France  
**Chandana Sanyal** - UK  
**Flavienne Sapaly** - France  
**Pamela Schuurmans** - Netherlands  
**John Shallcroft** - UK  
**Marian van Rijn** - Netherlands  
**Irma van Willegen** - Netherlands  
**Jolanda Wewerinke** - Netherlands  
**Henning Zorn** - Netherlands

### Senior Practitioner level

**Annie Bearez** – France  
**Nathalie Bouclier** – France  
**Marjet Bramer** - Netherlands  
**Julia Carden** - UK  
**Anne de Jong** - Netherlands  
**Mary Devine** - Luxembourg  
**Mirjam Diependaal** - Netherlands  
**Isabelle Ferlin** – Luxembourg  
**Terezia Koczka** – United Kingdom  
**Nellie Trevgoda** - France  
**Christian Tudoran** - Romania  
**Caroline van den Berg** - Netherlands  
**Karin van Kas** - Netherlands  
**Anne Maree Wallace** - UK

### Master Practitioner level

**Stefan Andrei** – Romania  
**Marie Boy** - France  
**Bodil Dahlgren** - Sweden  
**Céline Dalbéra** - France  
**Jane de Montigny** – France  
**Bernard Radon** – Switzerland  
**Jeanette Vermeulen** - Netherlands  
**Alexander Zollner** - Netherlands  
**Coen Zwezerijnen** - Netherlands

**Congratulations to everyone who renewed their EMCC EIA accreditation**

**April - November 2016**



**Foundation level**

**Carina Braams** - Netherlands  
**Eef Bruggink** - Netherlands  
**Brigitte Bruin** - Netherlands  
**Robin Camijn** - Netherlands  
**Sandro da Silva** - Netherlands  
**Ferrie Damhuis** - Netherlands  
**Anneke Dooyeweerd** - Netherlands  
**Femke Eigenhuis** - Netherlands  
**Klara Faber van den Berg** - Netherlands  
**Annette Fehse** - Netherlands  
**Susan Girones Mora** - Netherlands  
**Anko Hedde Postma** - Netherlands  
**Anne-Else Hojberg** - Netherlands  
**Marijke Holwerda** - Netherlands  
**Liliane Hommers** - Netherlands  
**Annett Keizer** - Netherlands  
**Sandra Krekel** - Netherlands  
**Domi Lambregts** - Netherlands  
**Lonneke Mechelse** - Netherlands  
**Miriam Nir** - Netherlands  
**Marja Oosterhof** - Netherlands  
**Nanny op 't Hoog van Hinyum** - Netherlands  
**Jean Peters** - Netherlands  
**Erik Pronk** - Netherlands  
**Ancla Rodenburg** - Netherlands  
**Marijke Rouhof** - Netherlands  
**Luuk Sietsma** - Netherlands  
**Lilian Smak Gregoor** - Netherlands  
**Heleen ter Avest** - Netherlands  
**Rianne van** - Netherlands  
**Antoinette van Reekum** - Netherlands  
**Neeltje van Alebeek** - Netherlands  
**Rity van der Avoort** - Netherlands  
**Willy van der Kamp** - Netherlands  
**Cor van der Sluis** - Netherlands  
**Huib van der Zwaan** - Netherlands  
**Hans van Dijk** - Netherlands  
**Hilde van Hulst-Mooibroek** - Netherlands  
**Jan van Leeuwen** - Netherlands  
**Desire van Teeffelen** - Netherlands  
**Saskia Vegter** - Netherlands

**Practitioner Level**

**Béatrice Arnaud** - France  
**Françoise Bacq** - Belgium  
**Anne Bertherlin** - France  
**Marie-Brigitte Bissen** - Luxembourg  
**Valérie Borner** - France  
**Olivier Bouleau** - France  
**Eline Brinkhof** - Netherlands  
**Jennet Burghard** - Netherlands  
**Els Burgler** - Netherlands  
**Chantal Claus** - Belgium  
**Christelle Cornart** - France  
**Carin Cox** - Netherlands  
**Mieke de Maare** - Netherlands  
**Didi de Vries** - Netherlands  
**Sylvie Debordeaux** - France  
**Anne Delestan** - France  
**Wendy Derksen** - Netherlands  
**Mirjam Diependaal** - Netherlands

**James Dillon** - France  
**Mildred Disselkoen** - Netherlands  
**Elisa Domenighini** - France  
**Stephan Duijs** - Netherlands  
**Wilmy Evers** - Netherlands  
**Roger Faciolle** - France  
**Claude Finkelstein** - France  
**Elisabeth Georges** - France  
**Mariette Ham** - Netherlands  
**Gerlanda Hobert** - Netherlands  
**Jessica Hoek** - Netherlands  
**Tineke Holkema** - Netherlands  
**Ingrid Hullen-Zaat** - Netherlands  
**Ceelina Janmaat van Vliet** - Netherlands  
**Marijke Jansen** - Netherlands  
**Silvi Joosten** - Netherlands  
**Servaas Klute** - Netherlands  
**Helena Kwaaitaal** - Netherlands  
**Pieter Laban** - Netherlands  
**Kees Lanser** - Netherlands  
**Lia Laupman** - Netherlands  
**Florence Lesavre** - France  
**Elvira Lesman** - Netherlands  
**Jacobine Lier** - Netherlands  
**Geneviève Liot** - Belgium  
**Jet Meelker** - Netherlands  
**Marjolein Nijburg** - Netherlands  
**Elly Notenboom-Bruijnes** - Netherlands  
**Rienne Oomes** - Netherlands  
**Marianne Perrette** - France  
**Ria Pool Meeuwssen** - Netherlands  
**Luc Rossion** - Belgium  
**Aude Roy** - France  
**Raphaël Rozenberg** - Belgium  
**Gaby Schaffrath** - Netherlands  
**Ada Schallenberg v.d. Bunt** - Netherlands  
**Pamela Schuurmans** - Netherlands  
**Danièle Simon** - France  
**Lilian Smak Gregoor** - Netherlands  
**Lydie Socias** - France  
**Mandy Sol** - Netherlands  
**Dominique Soum Vergez** - France  
**Lisa Stevens** - Netherlands  
**Albertien t Hoen** - Netherlands  
**Aat Treebusch** - Netherlands  
**Gilles Tribalat** - France  
**Kim Tunderman** - Netherlands  
**Tanja van Doesburg** - Netherlands  
**Esther van Essen** - Netherlands  
**Harry van Heemskerck** - Netherlands  
**Paulien van Hensbergen** - Netherlands  
**Marian van Rijn** - Netherlands  
**Jacqueline van Vreden** - Netherlands  
**Vincent Véret** - France  
**Marie-Jeanne Vijgen** - Belgium  
**Irma van Willegen** - Netherlands  
**Patrick Wielaard** - Netherlands

EMCC EIA accreditation renewal (continued)

April - November 2016

EMCC  
European Individual  
Accreditation



**Senior Practitioner level**

**Elsbeth Bakker** - Netherlands  
**Caroline Blok** - Netherlands  
**Louise Boelens** - Netherlands  
**Rutger Boelsma** - Netherlands  
**Auke Bos** - Netherlands  
**Wilma Brinkman** - Netherlands  
**Peggy Burghouts** - Netherlands  
**Gert-Jan Cozijnsen** - Netherlands  
**Karen Daleboudt** - Netherlands  
**Carole Davidson** - United Kingdom  
**Pieter de Kruijf** - Netherlands  
**Rob de Ruiter** - Netherlands  
**Lies Dekkers** - Netherlands  
**Judith den Haan** - Netherlands  
**Henriette Deten** - Netherlands  
**Bram Flippo** - Netherlands  
**Erhard Folmi** - Netherlands  
**Carry Goedhart** - Netherlands  
**Ineke Harbers** - Netherlands  
**Gonnie Hoonhout** - Netherlands  
**Wilma Huiskamp** - Netherlands  
**Ingrid Ispording** - Netherlands  
**Sarah Johnstone** - UK  
**Marjo Korrel** - Netherlands  
**Minek Kranendonk** - Netherlands  
**Kees Kuijman** - Netherlands  
**Ellen Kuners of Koenders** - Netherlands  
**Paula Laning** - Netherlands  
**Anne Neijzen** - Netherlands  
**Wilma Nijboer** - Netherlands  
**Wim Nijssen** - Netherlands  
**Els Pet** - Netherlands  
**Kees Posthuma** - Netherlands  
**Marrie Rietveld** - Netherlands  
**Lili Sanders** - Netherlands  
**Marijke Scheenloop** - Netherlands  
**Andries Scherpenzeel** - Netherlands  
**Desiree Schriek** - Netherlands  
**Erik Schutten** - Netherlands  
**Janine Stolvoort-Postema** - Netherlands  
**Ingrid Straet** - Netherlands  
**Ellen ten Den** - Netherlands  
**Madeleine ten Thij** - Netherlands  
**Saskia Teppema** - Netherlands  
**Ludo Thijs** - Netherlands  
**Peta Twijnstra** - Netherlands  
**Charlotte van den Wall Bake** - Netherlands  
**Lianda van der Knaap** - Netherlands  
**Hedzer van der Kooi** - Netherlands  
**Kees van der Stel** - Netherlands  
**Hans van der Veen** - Netherlands  
**Caroline van Eijssen** - Netherlands  
**Nathalie van Spall** - Netherlands  
**Jolanda van Zaalen** - Netherlands  
**Jitske Veldman** - Netherlands  
**Gert Verkade** - Netherlands  
**Paul Vinken** - Netherlands  
**Peter Vossen** - Netherlands

**Hinke Vroom** - Netherlands  
**Lindsay Wittenberg** - United Kingdom  
**Jan Wognum** - Netherlands  
**Ingela Wolf Sjorgen** - Netherlands

**Master Practitioner level**

**Eunice Aquilina** - United Kingdom  
**Frans Besselink** - Netherlands  
**Renate Bleij** - Netherlands  
**Jaap Boersema** - Netherlands  
**Loretta Brown** - New Zealand  
**Francis Christie** - UK  
**Hennie de Kler** - Netherlands  
**Peter de Tombe** - Netherlands  
**Margje Duursma** - Netherlands  
**Alex Engel** - Netherlands  
**Hans Fibbe** - Netherlands  
**Alfons Giliam** - Netherlands  
**Martin Heynen** - Netherlands  
**Alison Hodge** - United Kingdom  
**Marcel Jansen** - Netherlands  
**Diane Newell** - UK  
**Vikki Powell** - UK  
**Ronald Schippers** - Netherlands  
**Ned Skelton** - UK  
**Yvonne Toeset** - Netherlands  
**Marinka van Beek** - Netherlands  
**Hannah van den Bosch** - Netherlands  
**Martine van den Bosch** - Netherlands  
**Frits van Kempen** - Netherlands  
**Netta van Poppelen** - Netherlands  
**Willemijn van Strien** - Netherlands  
**Bulle Vandenbergh** - Netherlands  
**Hilde Veraart-Maas** - Netherlands  
**Mariska Verduijn** - Netherlands  
**Jose Vos-Boven** - Netherlands

Congratulations to all training providers who were awarded an EMCC EQA

April – November 2016

EMCC European  
Quality Award



**Foundation level**

**Guildhall School of Music and Drama** - UK  
**OCM Electric Mentoring** – UK  
**Top Team World** - Greece

**Senior Practitioner level**

**Coacharya** - India  
**SCOA** - Italy

**Practitioner level**

**Coachcenter** - Netherlands  
**Innerteam** - Italy  
**Koncern HR, Center for Kompetenceudvikling** - Denmark  
**LivCon** - Turkey  
**PWC** - Poland  
**Top Team World** - Greece

Congratulations to everyone who renewed their EMCC EQA

April – November 2016

**Foundation level**

**Airbus Group** – France

**Senior Practitioner level**

**Rambøll Management Attractor** - Denmark

**Practitioner level**

**Solid Affärs Coaching AB** – Sweden

Congratulations to all training providers who were awarded an EMCC ESQA

April – November 2016

EMCC European  
Supervision  
Quality Award



**Nick Bolton, Animas Centre for Coaching** - UK

Congratulations to all who were awarded an EMCC ESIA

April – November 2016

EMCC European  
Supervision  
Individual Award



**Stefan Andrei** - Romania





## Quality Update

David Sleightholm  
EMCC International VP Quality

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

1. EMCC International VPs are elected for a period of 3 years. David Sleightholm comes to the end of his term of office in March and will stand down at the Edinburgh conference. He is concerned that there be a professional hand-over so his successor can 'hit the ground running!', and the role has therefore been advertised well in advance. We expect to make an appointment in January 2017
2. Earlier this year, we published with the Association for Coaching the Global Code of Ethics. Our vision is for the GCoE to become a code for the whole coaching and mentoring industry. Its wider use will be helped by other professional bodies and associations adopting and promoting it. We therefore want to focus on signing up other professional associations working in the fields of coaching and mentoring and coach/mentor supervision; and there are a number in discussion with us already.
3. At its launch, we announced that we would invite other organisations to sign up to the GCoE. With the Association for Coaching, we have reviewed this decision and have concluded that we should continue to encourage other professional bodies to adopt the code by signing up to it. But, other than professional bodies, the process of individuals and their organisations signing adds little to the benefits, incurs administrative costs and dilutes our focus. We have discovered some practical difficulties in defining exactly what it means for an organisation to sign up. For example, with such individuals or organisations we have no basis for oversight, processes for reviewing complaints, breaches or non-compliance with the code. In addition, if you are already a member of AC or EMCC then you have by default already signed up for the GCoE as the AC and EMCC have adopted it in place of their original codes of ethics. We have therefore reluctantly decided to invite only professional bodies and associations to undertake the formal process of signing up. We have apologised on behalf of AC and EMCC to any organisation that submitted an application in response to the initial decision and invitation for organisations to sign up to the GCoE. This is the first time to our knowledge that anyone has developed a global coaching and mentoring code of ethics and we are learning. We continue to encourage people and organisations to promote best ethical practice within the coaching and mentoring industry, and suggest they can:
  - Choose to adopt the code in their work and/or organisation, and signify in their communications that they have done so; and/or
  - Join the AC or EMCC (if they have not already); and/or
  - Encourage their existing coaching or mentoring professional association or body to consider adopting this global code of ethics.
4. We are discussing with a number of professional bodies involved in the coaching and mentoring profession the idea that they should sign up to the code.
5. The Ethics WorkGroup consists of Nigel Cumberland [EMCC.Ethics@emccouncil.org](mailto:EMCC.Ethics@emccouncil.org) and Alexander Vreede. We would like to recruit one or two new members. Please ask anyone interested to respond to review the volunteer opportunity on our website [here](#).
6. Supervision policy and competences: We are pleased to announce the publication of an updated version of the EMCC Supervision Competence Framework. The new version is the result of consultation at an international level, with independent supervisors, thought leaders and a variety of professional bodies and includes consultation with Council. In particular, we feel the language is clearer making it easier to understand and translate. In addition, the total length of the document has been shortened making it more user-friendly. We are treating it as a living document that will be updated from time to time based on feedback. Please feel free to share your feedback by writing to Tom Battye using the following email address: [EMCC.ESQA@emccouncil.org](mailto:EMCC.ESQA@emccouncil.org).
7. **Diversity:** what does diversity mean when considering coaching and mentoring practice? We have a diversity statement, but it is in need of revision. What can we usefully say that will apply across the whole of Europe and beyond? What else might we do? The working group had its first meeting at the end of September. Its membership is:
  - Jafar Akhavan-Moossavi (UK)
  - Irena Antolic (HR)
  - Amanda Cahir O'Donnell (IRL)
  - Karel Glazer (Israel)
  - Mick Lavin (IRL)
  - Adele Lightowler (UK)
  - Sinead Mc Shane (IRL)
  - Pinar Rossiter (IRL)
  - Fiona Williams (UK)



## EMCC International Research – experience and knowledge sharing

Zoltán Csigás

EMCC International Vice President Research

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There are a number of ways to move closer to the professionalisation of coaching and mentoring. On the professional level, our efforts in creating evidence-based practices, setting up guidelines and policies regarding quality are serving this goal, for example. On the individual level, we can do a number of things as well: look out for new inspirations and knowledge, practice reflectively, and so on. However, there is an 'in-between, middle level' that we coaches and mentors – as professionals who usually practice individually – tend to forget about i.e. communities.

'There is always strength in numbers.'

Doing all of these together with our peers can bring multiplied results. Sharing experiences, discussing new findings and inspiring dilemmas will broaden our understanding, and is usually a fun thing to do.

In the upcoming months EMCC International Research aims to support the learning and experience sharing of coaches and mentors through interactions and forums. Three things are coming up from us in early 2017.

Firstly, we plan to launch a series of Research Webinars, one in each month, to bring you interesting research, dilemmas, and what is even more important their

practical implications on your coaching and mentoring practices. Hosts and topics are being finalised right now, and, as an example, we look forward to welcoming the topics of ethics, cross-cultural differences and supervision. Look out for details on the EMCC International website and in forthcoming membership mailings.

Secondly, as you have hopefully seen during the summer, we have started an exciting new publication series: the Research Provocations series. The first issue is available for free for EMCC members in the EMCC International online bookstore [www.EMCCbooks.org](http://www.EMCCbooks.org). To follow-up the questions raised in this issue regarding the connections between research and practice we'll launch a series of reflective posts on the EMCC International LinkedIn group. Starting in December, 2016 the authors of the first issue will share personal reflections and some more provocative thinking with EMCC members. Come and join the discussion online!

And, thirdly, the International Journal of Coaching and Mentoring will again put a greater emphasis on its professional section. Thus inviting not just strict research articles but a wider range of content e.g. professional reflections, book reviews, and so on, to provide further food for thought for your development. Look out for the revised call for papers soon on the EMCC International website, and take the chance to publish your own ideas.

As the holiday season and the end of the year comes closer, let me wish you a Merry Christmas, Happy Holidays and a Happy New Year!



## EMCC International produces a new Video Series on YouTube

**Stephen Murphy**  
EMCC International VP Marketing

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What is an EIA? What does CPD mean? What do you mean by Supervision? These are some of the questions that are being answered in the new EMCC Video series, available to watch now, on You Tube.

In total there are eight videos, covering an explanation of each of the EMCC Accreditations and Awards. There is also a video on Continuous Professional Development, the Global Code of Ethics, and Supervision.

The videos was shot in Summer 2016. Volunteer experts on each of the featured topics, offered their time and energy to write and present the videos. Together the writers and presenters represented six EMCC countries!

The videos explain their topic in simple language. This makes them particularly useful for introductory discussions on training courses; for use in local meetings and as an explanation of the EMCC approach and philosophy on these topics.

The videos are on our YouTube Channel which you can access by [clicking here](#). Don't forget to subscribe to our YouTube channel for future easy access and for notifications when new videos are added. If there are any other videos you would like to see then let us know. We look forward to hearing your thoughts and feedback.



EIA – Individual accreditation for coaches and mentors



EQA – an award for coaching and mentoring training providers



ESIA - individual accreditation for supervisors of coaches and mentors



Global Code of Ethics



ESQA - an award for supervision training providers



ISMCP - an award for mentoring and coaching programmes



Continuous Professional Development



Supervision



## Interview with Dr Julie Haddock-Millar WorkGroup Leader ISMCP

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

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

**Julie:** I specialise in learning and development and hold positions with a number of different academic and professional institutions: Visiting Professor at the, International University of Monaco; Associate Professor (Practice) of Human Resource Management, Middlesex University; External Examiner with the University of Surrey and Queen Margaret University, Edinburgh; Academic Assessor with the Chartered Institute of Personnel and Development. I lead on a number of postgraduate programmes in a variety of sectors including the payments industry, education and executive education.

My research and practice focuses largely on mentoring and coaching, programme design, management and evaluation. My Doctoral study was in the fields of mentoring and organisational development. I enjoy writing and whenever I can I try and contribute to new publications. This year will see the publication of the first Sage Handbook of Mentoring; a 350,000 word state of the art volume incorporating over forty chapters combining theory and practice. I am both editing the book and sole authoring two core chapters, including Critical Issues in Mentoring Research and Phases of the Mentoring Relationship.

One of my current projects involves working in partnership with Youth Business International as their Principal Investigating Officer for the longitudinal evaluation of the impacts of volunteer business mentoring on young entrepreneurs across the global YBI network. I recently worked with Professor David Clutterbuck to evaluate the Cherie Blair Foundation for Women, Mentoring Women in Business global programme.

I live on the outskirts on London and frequently travel internationally. The international travel features less of late as I love spending time with my husband, James, daughter Isabella, aged 5 and my son Tyler aged 4. Isabella and Tyler have both started primary school, Reception and Year 1, so life for my little ones is very busy! My children love sports, football and golf are two passions the whole family share. Isabella plays for her school football team and Tyler will join the local golf club next year when he turns 5. As one might imagine, I

spend much of my time driving from one venue to the next.

**And tell us a bit about your volunteer role and ISMCP**

**Julie:** I have been a member of EMCC for some time and recently became the EMCC International WorkGroup leader for the International Standards for Mentoring and Coaching Programmes (ISMCP). I was delighted when I was given the opportunity to develop the standards and the accreditation process. Having designed, managed and evaluated programmes myself, I understand the importance of transparent and robust frameworks which genuinely assist organisations in guiding them through the process of developing good practice in mentoring and coaching programme management.

Much of my time is spent in dialogue, having conversations with individuals and organisations about their practice and how the EMCC can contribute the development of their knowledge, expertise and practice.

**What are EMCCs plans for ISMCP for 2017 and beyond, and what do you think your biggest challenges will be?'**

**Julie:** We expect to grow and have several projects underway, including the accreditation of a number of mentoring and coaching programmes! First of all, we are very excited to be working with Doctors Without Borders (MSF) Norway to pilot ISMCP and accredit their mentoring programme. MSF have agreed to share their experience with EMCC members and other organisations interested in ISMCP. We are currently updating the new website pages [www.ismcp.org](http://www.ismcp.org) and working hard to ensure that individuals and organisations know about the accreditation route. In addition, we are designing the new content for new Assessors and Verifiers. MSF and YBI will host Assessor/Verifier training days which will take place between February 2017 and March 2017 across Europe.

**What do you enjoy most about being a volunteer? Or what do you enjoy most about being part of EMCC?'**

**Julie:** In my short time as an EMCC International volunteer, overwhelmingly I see peoples' passion and drive to continually improve and develop standards in mentoring and coaching. I love the sense of community and the support that is provided throughout EMCC, working with a team of people who share the same values and core purpose. I am proud to be part of the mentoring and coaching community.



## Interview with Thor-Erik Gulliksen EMCC Norway President

[NO. President\(at\)emccouncil\(dot\)org](mailto:President(at)emccouncil(dot)org)

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

**Thor-Erik:** I started with mentoring because of an article in a newspaper in Norway, I read it and instantly know that this is it. I was deeply involved in Junior Chamber International Norway and I saw this as an opportunity for making a package of some courses over a year together with a mentor.

So I start reading everything I found on mentoring and coaching to prepare a program for Young Enterprise Norway and Norwegian Trade Organization (NHO). The first program was held in 2002 after almost two year of preparation and with 25 participants.

Now I have moved to universities and business schools, and let last years students have their own mentor in the same branch that they get their education in.

Now I have written two books about mentoring, a hand/working- book to use in the mentee's meeting with the mentor, one for me tee and one for mentor and I am doing a lot of workshops in how to be a mentor.

After my two first books I gather histories of entrepreneurs from Young Enterprise Europe's school program and how they have started 'in real life'. It became 27 stories from 16 different countries in Europe. The book is called: 'Changing Lives – The entrepreneurial way'. The same process in my fourth book (with my African partner) called: 'Innovation Africa: Motivational and Inspirational stories of entrepreneurs and innovators from Africa'. The last book is on sale at Amazon.com

**And tell us a bit about EMCC Norway?**

**Thor-Erik:** In start of 2014 we got an email from Pho Lindvall saying that we were enough international members in EMCC to start up in Norway. An email was sent to all the Norwegian members, around 10, and 5 of us responded. We meet and the first board was elected.

We are 12 members, but aiming to be more in the next months.

The first board and co-Founder are: Jennybeth Ekeland, Milda Lunde Stene, Thor-Erik Gulliksen, Ole Petter Ottersen, Paul O Olson.

After our third general assembly this is our new board: Milda Lunde Stene, Thor-Erik Gulliksen, Thorild Hallre, Paul O Olson.

**What's the mentoring and coaching market like in Norway?**

**Thor-Erik:** In Norway market is bigger for coaching than mentoring, maybe because a lot of the education is on coaching. And in particular NLP coaching. And the established coaching houses got their 'disciples' and they use all their coaching tools both in their own work or as coaches.

For the established executive coaches a certification is not important, but at the same time they don't want coaches who does not know the basics. So it's not a qualification but a filter.

When it comes to mentoring the market is immature, with some different mentoring programs, but with a lot of potential to get better.

**What are EMCC Norway's plans for 2017 and what do you think your biggest challenges will be?**

**Thor-Erik:** In overall we want to be the 'come to organization' for people with experience and they who 'work in the business'. For them its not important with long and expensive seminars.

We expect to grow and got several projects underway. Both seminars and networking events to get more members and more activity I EMCC Norway.

**What do you enjoy most about being President of EMCC Norway?**

**Thor-Erik:** My passion is to get EMCC Norway in front when it comes to mentoring and coaching in Norway, and I am motivated by the others in my team and are sure that we will make it. This is my first term as President, and the board is working on getting more members and start up with networking meetings.

And I am very proud to be a part of this organisation.



## Greetings from Croatia

**Irena Antolic**  
EMCC Croatia President

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Dear colleagues

We are happy to share with you that this year was exciting for us, bringing more recognition of EMCC in our region.

In September, we hosted two day conference on coaching and mentoring with David Clutterbuck in Zagreb.

On the first day we explored how to raise your game as a coach and what are the ways of developing and maturing as a coach.

On the second day the topic was mentoring and how to make it work in organisations.



David was truly generous in sharing his knowledge and experience, with amazing talent to keep audience engaged by bringing serious topics in a humorous way and leaving us with some important coaching questions, many valuable tools and great feedback from participants.

Thank you, David!

In November, together with the Croatian Coaching Association we organised a two day intensive MasterClass on the supervision of coaches and mentors, facilitated by Michel Moral who is the EMCC International leader of the ESIA WorkGroup.

There were participants from Croatian and Slovenia.

The agenda of the first day was about the supervision, what it is, how it differentiate from coaching of coaches and mentor coaching, the old and new competency framework and how it works. We also did a lot of fishball individual supervision. We used a training tool combining seven eyes and a constellation, which was very effective to show what is going on in a supervision (this tool was presented at the Oxford Brookes International Supervision Conference in 2013).

The second day was focused on collective supervision. We spent some time on how to analyse and fix ethical dilemmas. Then went on to collective supervision. This was a very exciting moment, and a really valuable experience for all of us.

Thank you, Michel, for your selfless efforts in helping us raise the awareness about importance of supervision and all the knowledge and experience you have shared with us!



Another great thing that will be finalised at the beginning of next year is creating EMCC ADRIA – an alliance between Croatia, Serbia and Slovenia aiming for closer regional collaboration in bringing EMCC International values and knowledge to our coaches and other stakeholders of coaching and mentoring in this part of Europe.

We wish you all amazing Christmas Holidays, may the 2017 be abundant in joy and fulfilment for all of you!

**Sretan Božić i Nova godina!**



## EMCC France update

**Gabriel Hannes**  
President EMCC France

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L'EMCC France est heureuse de partager avec ses collègues, des initiatives qui bénéficieront, nous l'espérons, au métier de coach professionnel et à l'EMCC International.

EMCC France is delighted to share with our colleagues some initiatives which we hope will benefit professional coaching and EMCC International.

Pour encourager nos adhérents à se préparer à l'accréditation, nous sommes en train de déployer sur l'ensemble du territoire français un programme de professionnalisation organisé autour de six ateliers et six discussions thématiques de deux heures chacun.

In order to encourage our members to prepare for accreditation, we are leading a professionalisation programme across France with six workshops and themed debates taking place, each lasting two hours.

Ce programme est entièrement gratuit pour les adhérents de l'EMCC France et animé par des membres qui sont venus se former à Paris sur un ou deux des thèmes proposés. Cela permet de créer une très grande émulation, un partage de responsabilités, une grande envie et une contribution significative pour notre fédération.

This programme is completely free for EMCC France members and led by some of our members who have been trained in Paris in one or two of the proposed subjects. This enables us to create a lot of excitement, share responsibilities and significant contributions to our federation.

Quelle différence y a-t-il entre les « ateliers » et les « discussions thématiques » ?

What is the difference between the 'workshops' and the 'themed debates'?

Les ateliers sont une séquence didactique structurée qui permet à chacun de s'approprier des points clés en vue de compléter son dossier EIA. Ils encouragent le questionnement et le partage des représentations. Un PowerPoint a été élaboré par un responsable national (exemple : Ethique et déontologie du coach par Michel Moral, Supervision par Olivier Raynal-Benoit...)

The workshops provide an opportunity to develop your knowledge of the key points in completing the EIA application. They encourage the questioning and sharing of mindsets. A PowerPoint presentation has been prepared by a national representative (e.g. Ethics in Coaching by Michel Moral, Supervision by Olivier Raynal-Benoit, etc.)

Les discussions thématiques n'ont pas de supports Powerpoint. Elles sont des espaces de partage, de discussion et d'échanges.

The themed debates don't make use of PowerPoint presentations. They provide a space for sharing, discussion and exchange.

**Sujets des ateliers :** Ethique et déontologie, Référentiel de compétences, Pratique du coach, Espace de supervision, Organisation de son activité, contribution à la profession (pour le niveau master)

**Workshop themes:** Ethics, the Competence framework, Practices in Coaching, Supervision, organising your activities, Contributing to the profession (for the EIA Master Practitioners only).

**Sujet des discussions thématiques :** développement professionnel CPD, échanges de pratiques, réflexion sur le métier, marketing, Mentorat, préparation EIA

**Debate subjects:** Continuing Professional Development, Discussing Practice, Reflecting on the Profession, Marketing, Mentoring and Preparing for the EIA.

Cette dynamique nationale nous a non seulement permis de garder un taux de croissance des adhésions de 30% cette année encore (nous devrions dépasser les 730 adhérents contre un peu plus de 600 l'an dernier) et surtout préparer une énorme vague de nouvelles accréditations sur le premier et le deuxième semestre 2017.

This dynamic programme has not only allowed us to maintain a high growth rate in memberships of 30% again this year (we are expecting numbers to exceed 730 compared to just over 600 last year), but also create an enormous wave of new accreditations in both the first and second half of 2017.

Ce parcours de professionnalisation et l'EIA deviennent progressivement des leviers majeurs de croissance et de rayonnement de notre fédération en France.

This professionalisation pathway and the EIA are gradually becoming major drivers for the growth and expansion of our federation in France.

L'équipe France reste à la disposition de ses collègues pour toute information complémentaire !

Our team in France is here to answer any questions you may have!



## Greetings from Germany

**Peter Van Eyk**  
EMCC Germany President

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Dear colleagues

Our final 'After-Work-Conference' of the year took place recently and was hosted and sponsored by ForestFinance – an international company famous for its social entrepreneurship. This continues to build on our success of involving large companies, in addition to mentors and coaches, in our activities.

The topic of the conference 'Coaching Top Teams' was covered through two lectures. One of them, beside the company presentation, was that given by myself – 'The Big 5 of High Performance Leadership Teams' about my coaching and management team. The other lecture 'The TPO Team Paradox' was presented by Karsten Drath, Managing Director of LeadershipChoices – a company for International Coaching Services based in Germany.



## News from Italy

**Isabelle Alpi**  
EMCC Italy President

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We are delighted to announce that David Clutterbuck, EMCC International Special Ambassador, will be visiting EMCC Italia to deliver three presentations in Milan on 16 December 2016. He will address three different topics in two organisations. Firstly, at SCOA who have recently been awarded EQA at Practitioner level, he will talk about team coaching. Secondly, at the British Council, he will explain how to create a coaching and mentoring culture and how mentoring can transform education.

We are thrilled that David has agreed to speak in Italy for the first time and coaches and mentors are looking forward to this wonderful opportunity.



Continuing from Sweden