



NEWSLETTER

FEBRUARY 2024

EMCC Global exists to develop, promote, and set the expectation of best practice in mentoring, coaching, and supervision globally for the benefit of society

2024 EMCC Global
Annual Conference

CRITICAL ISSUES, CHALLENGING PERSPECTIVES!

Eindhoven, Netherlands

Thursday 27 June 3pm CEST
to Saturday 29 June 5.30pm CEST

Mark your diaries, details to follow

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A time for hope, renewed energy, and the promise of positive change

Dear members of EMCC Global Community

As we embark on a new year, I would like to extend my warmest greetings to each and every one of you. The turning of the calendar is always a time for hope, renewed energy, and the promise of positive change.

This year, however, feels particularly momentous as we find ourselves in an era defined by unprecedented speed of transformation, with digitalization and the pressing challenges of climate change adding layers of complexity to our global landscape.



Dr Riza Kadilar

One of the most pressing issues we face today is the ever-increasing need for individuals in the workforce to adapt, re-skill, and up-skill in response to these changes.

Recent election results in some countries, and the growing number of burnout cases in the corporate world, are stark reminders that a non-negligible portion of our society is struggling to cope with this relentless pace of change.

Yet, it is not only the professional realm that faces turmoil. Mental health, a critical facet of our well-being, is deteriorating across the globe. Young people, in particular, find themselves grappling with the challenges exacerbated by social media and the instant gratification provided by digitalization.

As coaches, mentors, and supervisors, we are uniquely positioned to support our coachees, mentees, clients, and communities during these challenging times. It is our duty to recognize and address these issues, offering our work to those in need. EMCC Global's mission to promote excellence in coaching, mentoring, and supervision has never been more relevant.

WELCOME

we have grown substantially, and
increased our impact remarkably

As EMCC Global, we are also evolving to adapt. Last year, we made important changes to our statutes to align our governance model with current realities and future needs. We introduced a new non-executive position, the Chairperson of the EMCC Council, and various Council committees. I would like to take this opportunity to congratulate Rachael Hanley-Browne, as the first Chairperson of the EMCC Council.

This year marks the culmination of my presidency at EMCC Global. When I began my first mandate six years ago, I promised to leave a legacy of 'good years'. Throughout my tenure, we faced major challenges, from an unprecedented global pandemic to regional conflicts with global ramifications, energy crises, rising inflation and interest rates, and the influence of technology in our field, including the introduction of generative AI.

Despite these hurdles, we have grown substantially, and increased our impact remarkably. And EMCC had a 'good time': Our membership has swelled from under 4,000 to over 15,000, expanding our reach to Asia Pacific and Latin America. The number of practitioners with professional designations has grown to over 14,000, including thousands in North America, and our network of training providers now includes over 400 institutions globally, including leading universities, MBA programs and corporate academies.

We enjoy a very healthy financial standing. Our Centres for Excellence have made significant contributions to the advancement of our profession, and our research development grants have supported evidence-based research initiatives worldwide.

“

Throughout my tenure, we faced major challenges, from an unprecedented global pandemic to regional conflicts with global ramifications, energy crises, rising inflation and interest rates, and the influence of technology in our field, including the introduction of generative AI

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Deep appreciation for your support and dedication to shared values and mission

This year, we will be also working on various new initiatives. One of them is to create an inter – Parliamentary interest group on coaching and supervision within European Parliament. We will be also working on our new three-year strategic priorities, building upon our past successes and charting a course for the future.

All of these achievements are the result of the dedication and high-quality work of our Global Executive Board members, Council members, global volunteers, and our administrative team. I am deeply grateful to each and every one of them. This year, it's time for me to ensure a seamless succession to secure the future of our organization under new leadership.

Furthermore, I'm pleased to announce that our yearly Research Conference (online) is scheduled for 5 March 2024, and our annual conference in Eindhoven will take place from 27 to 29 June 2024. Our EMCC GPS and GPS Dialogue Series, as well as the newly launched 'Tough Talks' and forthcoming 'Tech Talks' series will continue throughout the year.

In closing, I want to express my deep appreciation for your continued support and dedication to the values and mission of EMCC Global. Together, we can navigate these turbulent waters, build resilience, and create a more inclusive and sustainable world.

I look forward to staying in touch and hearing from you to continue to learn, grow, and collaborate. Wishing you all a prosperous and transformative year ahead.

Riza

Former EMCC UK President is elected inaugural EMCC Global Council Chair

Former EMCC UK President Rachael Hanley-Browne is our new EMCC Global Council Chair, a position created to strengthen governance within the EMCC Global Executive Board.

Our EMCC Global Council brings together individual EMCC affiliated country presidents and has a remit to help set the EMCC Global strategy, enable effective governance, encourage member country participation, contribute to overall financial management and to share the EMCC Global vision internationally.

The Council was previously chaired by EMCC Global President Riza Kadilar as an extension of his EMCC Global Executive Board (GEB) role. The split of the role of President and Chair now allows for a dedicated focus on the Council and their potential contribution to EMCC Global.



Rachael Hanley-Brown

For Rachael, the new role came at a time when her almost-three-year EMCC UK presidency was ending and her successor - Ivan Beaumont – was already identified, but she was not yet ready to step away from our EMCC community.

"I was familiar with our EMCC Council as EMCC UK President, and really loved my involvement with my international colleagues and our Board," she said. "I already knew a lot of the presidents because of our work together at conferences. I saw the untapped potential of our diverse council and the role itself."

'This is an exciting time in our evolution of our organisation as a global leader'

The EMCC Council Chair role is a three-year term of office and Rachael is determined to achieve much in that time. "In three years' time I would like to have embedded the role in our global governance structure and to have tweaked any changes or any adaptations needed. I would also like us to have all the Council committees set up, terms of reference agreed and to have co-created a thriving ecosystem of presidents and advisors.

"I would love to see lots of new and innovative ideas coming through that are for the benefit of our global organisation and its' members. I would also welcome increased communication and visibility about what the Council's is doing. Members are probably unaware of the Council, their responsibilities, who they are, and their purpose. Hopefully, this will become clear, and our output will be understood and valued by the end of my tenure."

Her first focus is to develop our new committees, and at time of writing Rachael was embarking on new governance structures for committees for nominations, new horizons, governance, onboarding, finance, and audit - to complement the existing committees looking at investment and the research panel. The committees, chaired by Council members, will have time away from the main Council agenda to debate recommendations and deep dive into new focus areas.

Rachael said: "Having a defined focus will bring relationships closer, both within the Council and with our Global Executive Board. We have so many talented presidents, special advisors, and previous executives from whom we can draw expertise. This is an exciting time in our evolution as an organisation; a global leader in coaching, mentoring and supervision. I am so grateful to the GEB and Council for supporting me in my election to this new role and now our work together begins."

For Rachael Hanley-Browne's bio - www.linkedin.com/in/rachaelhanleybrowne

EMCC Global presses for parliamentary intergroup for coaching and supervision

At the start of 2024, EMCC Global – with ANSE (Association of National Organisations for Supervision and Coaching in Europe) and EASC (European Association for Supervision and Coaching) – organised a Parliamentary breakfast on coaching and supervision.

The working meeting resulted in a constructive dialogue between the three organisations, Members of European Parliament (MEPs), and other interested parties on how coaching and supervision establish a positive impact on people.

Personal anecdotes were shared and suggestions were made about how to focus more on this crucial aspect in the workforce.

“Coaching works,” EMCC Global President Dr Riza Kadilar told the meeting. “In current times of rapid societal and economic change mainly due to the 'twin transition' fuelled by digital transformation and climate challenge, coaching enhances personal effectiveness of individuals and enables organisations to deal more efficiently with ongoing change.

“Moreover, coaching and mentoring goes hand in hand with upskilling and reskilling. EMCC Global's approach to micro credentialing and our accreditation levels, which are fully aligned with the European Higher Education framework, can also be used as potential way forward to enhance the labour market flexibility that member states need today.”



EMCC Global President Riza Kadilar (left) takes part in the discussion

'the perfect time to cement these topics on the radar of European policymakers'



MEP Tilly Metz, Vice Chair of the Subcommittee on Public Health and co-host of our event, stressed that coaching and supervision will have a positive impact on mental health. She argued that coaching will lead to:

- Increased personal engagement and satisfaction
- Personal and professional growth
- Societal benefits such as enhanced labour productivity, and attracting new talent

The meeting seeded the desire to establish a Parliamentary intergroup on coaching and supervision after the European elections in June 2024. EMCC Global is convinced that this period is the perfect time to cement these topics on the radar of European policymakers.

We would like to thank MEP Tilly Metz in acting as an ambassador advocating for enhanced coaching in society, the leadership teams of our collaboration partners (EASC and ANSE) and the attendees contributing towards a constructive and elaborating exchange of views on how coaching and supervision leads towards a more engaged and satisfied society.

Over > Summary of the briefing document that set the case for reflective practice

EMCC Global agrees tripartite description of reflective practice, with ANSE and EASC

A joint initiative that brought together focus groups of practitioners from across the world has produced a new comprehensive overview of reflective practice in coaching and supervision.

The joint project of EMCC Global, with ANSE (Association of National Organisations for Supervision and Coaching in Europe) and EASC (European Association for Supervision and Coaching), sought to describe reflective practice in an accessible way. The intention was to support the three organisations' calls for an EU parliamentary intergroup for coaching and supervision, described earlier in this newsletter.

Briefly summarising the report, provides context for new and established practitioners in how they describe the importance of reflective practice:

- Reliable support and guidance are crucial for everyone, including employees and professionals, to be able to navigate current volatile, uncertain, complex and ambiguous (VUCA) challenges.
- Coaching and supervision may provide this support and guidance - coaching to enhance professional, relational and personal skills, and supervision to aid those professionals supporting those who help others.
- Reflective practice helps people to learn from experience and improve future actions and competence. Embedding it across professionals helps improve decisions.
- Improved decisions means coaches and supervisors can enable improved societal and organisational responses to environmental, financial, political, technological and personal pressures.
- EMCC Global, ANSE and EASC, by insisting on high standards in coaching and supervision, promote best practice, high standards of reflective practice and support for their members in achieving this aim.

Cultivating competences: a look inside our workshop in Namest nad Oslavou



In October 2023, a pivotal event unfolded for our EMCC Czechia & Slovakia community. We gathered for an enriching workshop in the small beautiful town of Namest nad Oslavou, in southern Moravia, in the middle of Czechia and Slovakia. It was a symbolic expression of connection and meeting halfway between our two represented countries.

The event was organised by Dana Kodesova and led by Hana Fialova and Radomira Gilarova. This gathering wasn't just another professional meetup; it was a catalyst for the evolution of practice and profession, an event where everyone was welcomed to share their personal and professional experience and opinions on how to approach using a competence framework, solving ethical dilemmas and challenges in our conversations with clients.

COUNTRY NEWS AND UPDATES



'The real magic happened when smaller groups converged into larger discussions'

The workshop's focal point was the in-depth exploration of the EMCC's eight + two core competencies. These competencies form the bedrock of professional standards for coaches, and mentors, guiding them towards effective and ethical practice. By reflecting, dissecting and discussing these principles, participants gained and refreshed understanding and renewed commitment to their professional ethos.

One of the workshop's strengths lay in its interactive format. People engaged in dynamic reflective and brainstorming sessions in small groups, fostering a collaborative environment that encouraged diverse perspectives. These smaller settings allowed for a deep dive into individual experiences and challenges, creating a rich tapestry of learning and insight.



Namest nad Oslavou

The real magic happened when these smaller groups converged into larger discussions. This shift from micro to macro perspectives provided a comprehensive understanding of the complexities of coaching and mentoring. Participants appreciated the nuances in each competence, understanding how they intertwine in real-world scenarios with our clients.

For the individual coach, mentor, and supervisor, the workshop was more than a learning experience - it was a transformative journey.

Engaging with peers from various backgrounds and specialties, they gained not just knowledge, but also inspiration. This interaction highlighted the importance of community in professional growth, showing how shared experiences can elevate individual practice.

COUNTRY NEWS AND UPDATES



A confluence of ideas, experiences, and aspirations enrich practice and professions

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Moreover, the workshop underscored the evolving nature of our professions. In a world where change is the only constant, continuous professional development is not just beneficial; it's necessary.

By participating in such workshops, professionals stay at the forefront of their field, ensuring they offer the best to their clients.

In summary, the EMCC workshop in Namest nad Oslavou was more than a gathering of professionals. It was a confluence of ideas, experiences, and aspirations, all directed towards one goal: enriching our practice and professions.

In addition, our meal times were further enriched as we shared stories from both our professional journeys and personal life adventures. I can only hope that there will be more events like this in the future, as they have proven how strong we are when united.

Barbora Belova, Board Member of EMCC Czechia & Slovakia

COUNTRY NEWS AND UPDATES



EMCC Romania: a thriving community of coaches and mentors; review of 2023

From the land of Emil Cioran, Nadia Comaneci, Ana Aslan, Mircea Eliade, Simona Halep, Angela Gheorghiu, David Popovici, Constantin Brancusi si George Enescu, we at EMCC Romania are thrilled to announce the exponential growth of our membership and accreditations for the fifth year in a row.

We are committed to fostering a vibrant community of coaches and mentors who are dedicated to empowering individuals and organizations to reach their full potential.



Vlad Dutescu
President, EMCC Romania

New website, new era

Our recently launched Romanian-language website (<https://www.emccromania.org/>) has been met with resounding enthusiasm and a steady stream of requests for mentoring and volunteering.

This collaborative effort, facilitated by our VP of Communications Ana M. Marin, provides our members with a platform to showcase their reflecting writing skills and offers us valuable resources for social media engagement.



COUNTRY NEWS AND UPDATES



Amplifying our impact through social media

Last year, with the amazing and inspiring support of our volunteers, we embarked on several impactful social media initiatives:

#VoceaEMCC - EMCC Voice

Our members read excerpts from the Global Code of Ethics, captivating our audience with their insightful interpretations.

Diversity and inclusion interviews

Our VP of Diversity, Inclusion, Equality & Belonging Georgeta Dendrino engaged HR leaders in candid conversations, shedding light on their D&I initiatives and their impact on organizations.

Instagram growth

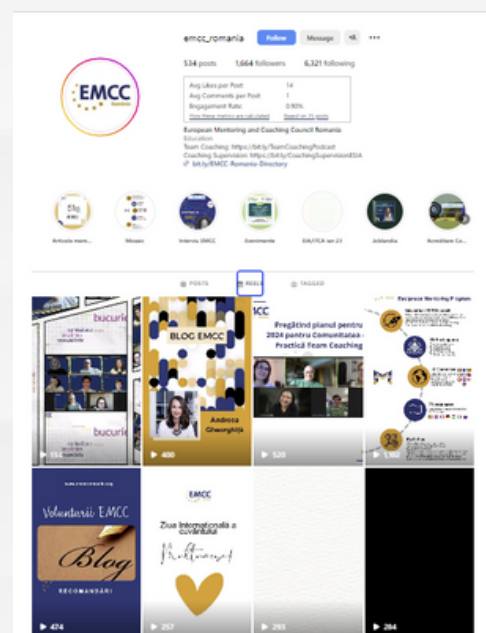
We launched our Instagram account last year and have since garnered over 1,600 followers, demonstrating our growing online presence.

Promoting supervision

We finished an online webinar series about ESIA competences and provided pro-bono group supervision for mentors. Two workshops facilitated by Liliana Urziceanu and Madalina Radulescu were helpful to foster a deeper understanding of supervision practices.

Team Coaching community

We established a thriving community for team coaches, led by Madalina Zaharia and featuring a podcast facilitated by Dana Cionca. With over 20 ITCA team coaches we showcase 12 team coaching processes.



Follow [@emcc_romania](#) on
Instagram

COUNTRY NEWS AND UPDATES



The MOZAIC reciprocal mentoring program: a catalyst for collaboration

Our internal reciprocal mentoring program MOZAIC, a team effort driven by Alina Avarvarei, is off to an exceptional start. In just two months, we have attracted participants from 10 countries, speaking seven languages.

Our 75 active mentors and mentees have already benefited from a Mentoring course EQA Foundation level, while the whole program is designed to the highest ISMCP standards - International Standards in Mentoring and Coaching Programmes (ISMCP) accreditation is an independent accreditation awarded to organisations designing, delivering and evaluating mentoring and/or coaching programmes either 'in-house' or externally. Alina Avarvarei, Calina Mircea, Gabriela Dura, and Adriana Vasilache support the program management.



In May, we participated in a major HR Club initiative regarding how mentoring supports leadership development with Riza Kadilar as guest speaker: <https://youtu.be/G6xwSTcLaTI>

With almost 50% of the members involved in various projects, we are committed to providing our members with the resources, support, and opportunities they need to thrive. We aim to create a community that empowers individuals, organizations, and communities to reach their full potential.

We invite you to explore our website, engage with us on social media, and consider becoming a participant in our MOZAIC mentoring program. Proud to be part of the EMCC Global family and we are sure that together, we can make a lasting impact on the world.

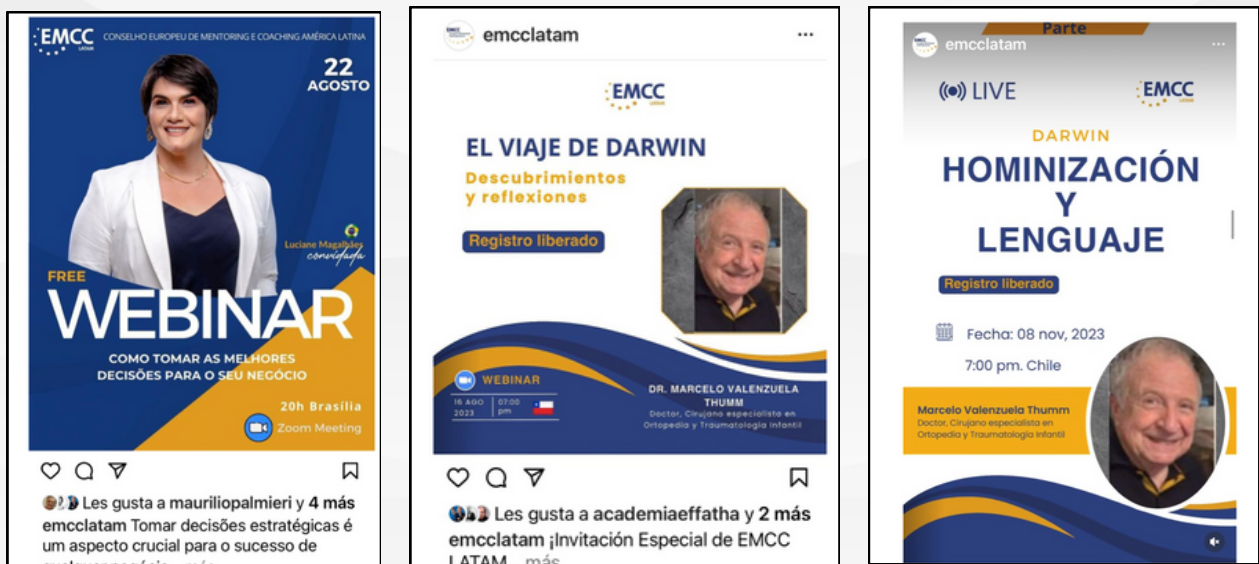
With smiles and high energy

On behalf of Romanian members - Vlad Dutescu - President EMCC Romania

COUNTRY NEWS AND UPDATES



EMCC Latin America engages members for learning, sharing and connectivity



Since August, EMCC Latam has hosted five webinars, including a standout three-part series by Doctor Marcelo Valenzuela Thumm on the history of Darwin Talks, his journey, the impact it had on humanity, and its influence on studies about humans and their language.

We also want to spotlight the webinar conducted in Portuguese by psychologist Luciane Magalhães.

In addition, during this period, we organized three "Bond Cafés," virtual gatherings where members suggest topics for discussion with attendees, as well as three webinars titled 'My Story as a Coach/Mentor' featuring a distinguished coach sharing their history, professional endeavors, and personal experiences.

Paul Anwandter - Emcc Latam President

COUNTRY NEWS AND UPDATES



EMCC Portugal boosts qualifications and networking for collective intelligence

EMCC Portugal has been growing in the number of members of different nationalities and across a number of accreditations.

Our goal is to reinforce and promote mentoring and coaching at the service of people, organizations and society.

We also want to be an active agent in strengthening the qualifications and networking of our members, mobilizing the skills and collective intelligence of our community.

In 2023, we completed the first EMCC Portugal Five Day Challenge in Portuguese, among several other activities.

In February 2024, we published the first EMCC Portugal book 'The Power of Mentoring', authored by 20 prestigious mentors, with a preface by EMCC Global President Riza Kadilar. We also launched the Mentoring Podcast, in which we explore critical issues about mentoring

We have our Digital Clinic and Group Supervision, two monthly different initiatives that aim to reinforce our members' digital skills and promote reflective practice, both crucial to accredited members.

We thank to EMCC Portugal members, to EMCC Global and to our clients who support and inspire us.

At EMCC Portugal we work hard and have fun
Best wishes, Ana Teresa Penim - Secretária Geral



COUNTRY NEWS AND UPDATES



We are co-creating a space for reflection,
learning and EIA and EQA accreditations



At EMCC Spain, we love to co-create spaces. This is why, besides hosting webinars about accreditation and reflective practice, we foster the 1-to-1 conversations that are the fertile soil to create bonds that can grow and flourish.

We are delighted to share that two new programs, the International Certification of Coaching for Competences by HumanCapital.work in Chile, and the Mentoring Program by The International University of Catalonia in Spain, will soon be joining our community of EQA award-accredited members.



In addition to these two new organisations, we are proud to have more than 520 EMCC Global Individual Accredited practitioners (EIA), 11 EMCC Global Supervision Individual Accredited practitioners (ESIA), four Individual Team Coaching Accredited practitioners (ITCA) and one Individual Programme Manager Accredited practitioner.

Having these accredited members helps us maintain our high standards of excellence.

EMCC Spain is always celebrating, working together and growing together.

COUNTRY NEWS AND UPDATES



Coaching in the new world of work: record engagement at EMCC Ireland conference



We had our highest number of attendees at our 2023 Annual Conference in November with over 200 members attending. Our theme was 'Coaching in the New World of Work'.

It was a great opportunity to get together face to face and hear some really insightful presentations from David Clutterbuck, Sam Isaacson, Gary Keegan and Carol Rogan. We were especially pleased to be joined by EMCC Global President Dr Riza Kadilar who opened the conference with our own President Patrick Meehan.



Pictured, from top:

- Keynote speaker Gary Keegan addresses the conference
- Panel discussion
- Dr Riza Kadilar, EMCC Global President and Patrick Meehan, EMCC Ireland President



Overwhelming response for group supervision communities of practice

We were overwhelmed to be oversubscribed for our new initiative for 2024 – Group Supervision Communities of Practice with Sarah-Jane Henry, an accreditation mentor with EMCC Global. We have now established three communities (Internal Coaches, External Coaches qualified less than two years and those qualified more than two years) with their first sessions held in January. We're looking forward to further discussions on coaching supervision during 2024.

Thriving membership make time for virtual and face-to-face connectivity

We saw a 15% increase in member numbers Jan 2024 v Jan 2023. We are proud of our thriving EMCC membership community in Ireland. We get together virtually monthly for our lunch time 'Hot Pots' and meet face to face for many social events including our 'Walk in the Parks' and Community Socials. Upcoming 'Hot Pot' topics include Career Development in the world of Hybrid Work, LinkedIn Tips for Coaches, Managing our Boundaries and AI.

COUNTRY NEWS AND UPDATES



Happy Birthday to EMCC Italia - a wonderful moment to mark 10 years



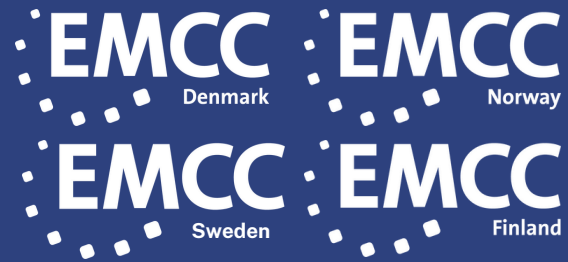
On 25 January 2024 in Milan EMCC Italia celebrated 10 years since its foundation. Numerous members gathered to celebrate the successes and progress made by the association.

It was a wonderful moment of sharing, which also saw the participation of one of the founders, Rossella Pin. Rossella with the President Alessandro Pegoraro (right) remembered the big steps of these ten years together.

Long live EMCC Italia and all its members



COUNTRY NEWS AND UPDATES



Nordic Conference in March 2024 looks at 'all the thing we share'

The Nordic countries (EMCC Denmark, Finland, Norway and Sweden) have collaborated in recent years to give their members as good an offer as possible. There has been a lot of focus on web solutions - shared and own, webinars and Five Day Challenges (5DC). We have also collaborated with EMCC UK, where we can offer some of their individual webinars to our Nordic members.

Another goal we have had is to organize a joint conference and that is happening this year, namely in Copenhagen, Denmark, on 14 March 2024. The theme of the conference is 'All the things we share'.

We share our love for professional dialogues, and with these dialogues we journey towards the future of which we are about to become a part.

Rebecca Rutschmann will be sharing the stage with David Drake, also demonstrating a live AI Coach session while David will be demonstrating Coaching Mastery before they both enter a panel discussion with Jeffrey Hull, and Reinhard Stelter, on where coaching is headed in the future and which skills are needed to navigate this future.

With this conference we want to strengthen our bonds with the entire Nordic region while creating an outstanding day of learning, networking and community building for our members.

Register for your place here: <https://emcc.dk/elementor-1077/>

EMCC NORDIC *All the things we share*



David Drake



**Rebecca
Rutschmann**



**Reinhard
Stelter**



Jeffrey Hull

COUNTRY NEWS AND UPDATES



EMCC Finland presents webinars: inclusive leadership, and 'unlearning'

EMCC Finland is organising two interesting webinars in the coming months, which will be of interest for Nordic members and the broader EMCC community:

Extant coaching research largely focuses on the most traditional form of coaching for leadership development - executive coaching and mainly in traditional hierarchical business organizations.

Post-PhD researcher Natalia Fey reveals significant opportunities for more inclusive coaching for leadership development.

Join her for Towards Inclusive Coaching for Leadership Development through Intercultural Leadership Coaching and Peer Coaching, Wednesday 10 April 2024 at 4pm CET. Register: <https://forms.gle/G6kJN6UK2nASas3n7>



Natalia Fey



Clare Norman

"We've learned so much in our lifetimes, from our parents, our teachers, our peers, our work, our managers, our coach training", says The Transformational Coach author Clare Norman.

But when it comes to coaching, that prior learning is not always useful. We need to unlearn some mindsets and skillsets to make way for new ones that enable our thinkers to think in new ways.

Join Clare for Unlearning to Coach, Friday 1 March 2024 at 10.30am CET. Register: <https://forms.gle/vRAri39jHA6eHJiM9>

COUNTRY NEWS AND UPDATES



EMCC Turkey navigates earthquake effect and maintains proactive programmes

One of the key focuses for EMCC Turkey in 2023 was Social Responsibility, with workshops and share sessions organized promptly after the February earthquakes in Turkey. The Mentoring Summit in November 2023 also took place in Adana for the first time, significantly chosen for being close to and reaching out to the earthquake area.

Specialized coaching and mentoring project for supporting female engineering students 'Engineer Girls of Turkey/Türkiye'nin Mühendis Kızları' that had been an ongoing collaboration of EMCC Turkey with Limak Holding, continued in 2023.



Engineer Girls of Turkey

We organized a series of CEO Talks, with valuable insights and experience sharing with a focus on coaching and mentoring approach from respected CEOs in corporate life; and for the first time in 2023, we held Wellbeing Talks with experts and HR professionals.

We continued the D-Zone (Development Zone) series for the continuous development of coaches and mentors) continued. People and Culture Talks with respected CHROs were one of the key series.

We also launched Book Talks with expert authors in the field. A Coaching Stories series was launched in order to create space for discussions among coaches and mentors and for sharing experience.

The first Five Day Challenge in Turkey (in Turkish) was initiated in the end of 2022, completed in 2023 and participants were awarded their EIAs.

Our regular mentoring and coaching training with corporations and NGOs took place.

THOUGHT LEADERSHIP AND DEVELOPMENT

Join us to lead a global impact, elevate your practice and connect with pioneers

Are you a strategic leader wanting to help shape the global coaching, mentoring and supervision narrative? Could you also benefit from elevating your own profile and business effectiveness, while expanding your network of pioneering peers, at the same time?

We are looking for critical thinkers with inspirational leadership skills and an appetite to make an impact internationally, to join us as leads for our Centres for Excellence within the EMCC Global Thought Leadership and Development directorate.

- Ethics Centre for Excellence
- Mentoring Centre for Excellence
- Coaching Centre for Excellence*
- Team coaching Centre for Excellence*

Led and run by volunteers, the Centres for Excellence aim to identify, validate, engage and shape the global coaching, mentoring and supervision narrative, on selected issues most relevant to our target audience.

As a Centre for Excellence lead, you can

- Expand influence: Research, develop, articulate and share value. Develop a programme of best practice, discussion, reflection and communication.
- Build accountability: Establish and deliver projects and supporting budgets. Recruit and structure volunteer support.
- Focus on action: Initiate and progress work which enables action, rather than just debate.
- Build CfEs infrastructure globally: Supporting EMCC Global's sustainable influence in organisations, new geographies and affiliated countries.



Read on to be inspired by the stories of CfE leads Özlem Sarioğlu and Nadine Hemmer.

If you are interested to apply for the role of CfE lead, see <https://shorturl.at/IFMR1>

THOUGHT LEADERSHIP AND DEVELOPMENT

CfE leadership gives opportunity to set a global agenda and boost own reflection

As a co-founder of an AI-powered digital platform and with a desire to connect with like-minded coaches internationally, the chance to lead EMCC Global's Digital and AI Centre for Excellence brought together all Özlem Sarioğlu's worlds into one.

Not only could she take part in significant discussions that also raised her own business thinking, she is also ideally placed to help set a global agenda for Digital and AI application in mentoring, coaching, supervision and leadership.

"It was like all the pieces came together," she said. "I am a coach myself, and also own a digital platform. So I just felt myself like in the intersection of all three. When I do something, it just serves all these areas."

"Topics are already about the field I'm working on so as new sector or ethical issues arise this also creates a light bulb for me: 'Oh, we never thought about that and we need to; we need to reflect on these broader community challenges for our systems or technology too'."

Ozlem has been in her Centre for Excellence role for the last two years, building on her previous experience of leading EMCC Global's corporate relations. The Centre for Excellence role has propelled her to new strategic heights where she and her CfE colleagues can both identify and achieve an impact.

"AI is a curiosity subject for many coaches and there are digital platforms who want to be part of this conversation," she said. "So we have people from these different platforms joining us and everybody's interested in a different part of the conversation."



Özlem Sarioğlu
AI and Digital CfE lead

THOUGHT LEADERSHIP AND DEVELOPMENT

'There is an energy and I
like that teamwork effect'

With the EMCC Global Centres for Excellence, the focus is very much on action rather than debate for debate's sake. The AI and Digital CfE has published ethics guidance for providers of coaching, mentoring and supervision using technology and AI and is setting its sights on future leadership in this area.

Özlem's autonomy within a guiding set of EMCC Global principles and objectives have enabled her and her volunteer group to create subgroups and subgroup leaders: The Reskill Upskill group, digital ethics, and the credentials group. The groups also 'tie in' with other areas of EMCC Global, such as accreditation, research and ethics

The Centre for Excellence leads are volunteers, who give their time for a range of reasons that differ from person to person, including the ability to make a global impact, make new connections, bring new thinking back to their business and raise their own profile.

In terms of time commitment, Özlem is frank that she spent more time at the beginning of her tenure, setting up structures and recruiting her team. But now, with the establishment of subgroups and the improved governance that she and the team were able to put in together, it has reduced to about two hours a fortnight.

"If you're in a interesting field, let's say where there is some kind of buzz around, if you just follow your own curiosity, it brings the right people and the right outcome," she said. "I like the autonomy, and I also like the fact that we are not just something like an island doing its own thing, but more in connection with other pieces, other priorities of EMCC Global and the the field in general.

"So now I'm very happy that people are, for example, sending an article my way, or news of any development, asking 'have you seen this; shall we do something about this? Shall we discuss this in our next session?'. There is an energy and I like that teamwork effect."

THOUGHT LEADERSHIP AND DEVELOPMENT

CfE leadership 'obvious choice' to marry experience, community and legacy

Taking up the chance to lead the Continuous Professional Development Centre for Excellence was, said Nadine Hemmer, 'the obvious choice'.

It married her previous experience within EMCC Global with her own specialism in developmental psychology and career focus in transformative learning: 'the learning that changes your mindset'.

Like many Centres for Excellence (CfE), the Continuous Professional Development CfE is built on the contributions of its forerunners.

Nadine was already familiar with its emerging aims, having been a key member of and earlier EMCC Global competency framework team and part of a previous mentoring review panel.

"The purpose of our CfE is about anticipating, challenging and upholding best practices, but what we are really passionate about, all of us, is to make qualitative CPD accessible to all," said Nadine.

Being at the start of the CfE meant that Nadine was able to recruit her own team, as opposed to joining an established one.

She has now established an eight-strong CfE organised into three sub-groups and comprised of members from around the world, from coaching, mentoring and supervision. The CfE is growing in size and activity - so much so that Nadine has vacancies for new members too.*



Nadine Hemmer
CPD CfE lead

THOUGHT LEADERSHIP AND DEVELOPMENT

'We went from a group to a team and it's wonderful to share the same purpose'

"You start with a small thing, and suddenly it becomes really a big thing that you're fully into. You can get with the immersed quite quickly something which you really care about. And that's the kind of people I have around me," she said. "They have the wisdom, they have the knowledge they have the commitment. We went from a group to a team and that's wonderful to be a part of when you share the same purpose."

The CfE leads how EMCC Global views and enables CPD opportunities for its members world-wide, while its members also enhance their own experience and knowledge. Indeed, being part of a global group also means that its members gain new experiences in working in different ways and with different perspectives and enabling factors. This gives opportunity to enhance not only the CfE and the excellence of the profession but also the individual practices of its members.

The fact that the CfE leads and members are volunteers is important to Nadine and her peers - she says that volunteering their time means that everyone is there out of interest wanting to make a personal and community difference, rather than a feeling of obligation.

"I would volunteer anyway, somewhere, and here it has meaning to me because it's also contributing to my community of practice and to the excellence of the profession.

"Also, after being more than 25 or 30 years in the job, for me it's really important to have this sort of legacy; how can I give back what I have received over the years? And how can I contribute to the development of the others?"

"EMCC Global has core values that for me are important, and it's not commercial, it's more reflective and that reflective part is really, for me, the DNA of EMCC. That's also what we have in the Centres for Excellence; it's joining forces to reflect.

"So it's really this reflective practice, that we do together, oriented towards a purpose that is also contributing to the excellence of the profession. And we do it together, and we have fun."

THOUGHT LEADERSHIP AND DEVELOPMENT

Inclusion, diversity and equality: an EMCC-wide cross-cutting area of focus

The EMCC Global Inclusion, Diversity and Equality Centre for Excellence is an important cross-cutting area of focus, reflecting the diversity and strength of the EMCC community.

A conscious focus on the implications of inclusion, diversity, and equality for EMCC members, volunteers, employees, directors, and our boards, means we will better serve our Purpose and our Vision to be the 'go to' body in mentoring, coaching, and supervision.

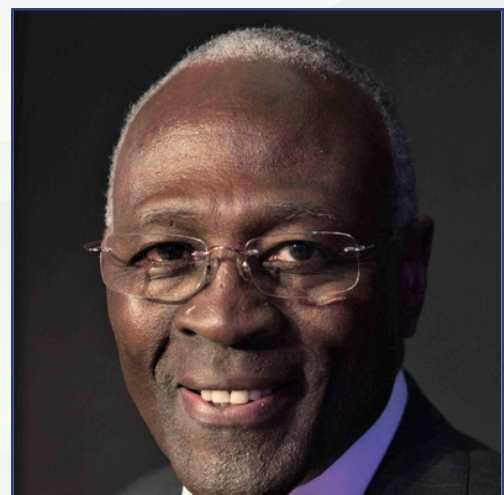
Following an initial open meeting in April 2022, the CfE created a new position statement which was adopted by the Global Executive Board in December 2022 and can be found on our website: <https://www.emccglobal.org/leadership-development/diversity/>

Our vision is that the EMCC Family is an inclusive community in which every member, individual and corporate, feels respected, valued, trusted, safe, has a sense of belonging and can be their best self and do their best work for the benefit of society.

Our Mission is to:

- Demystify the Inclusion, Diversity and Equality Agenda – The IDEA
- Help the EMCC Family to become ever more inclusive and more diverse
- Support individual and corporate members, and accredited training providers.

We are a very small core-team, and we need more EMCC members to join us. Please contact me for more information: linbert.spencer@emccglobal.org



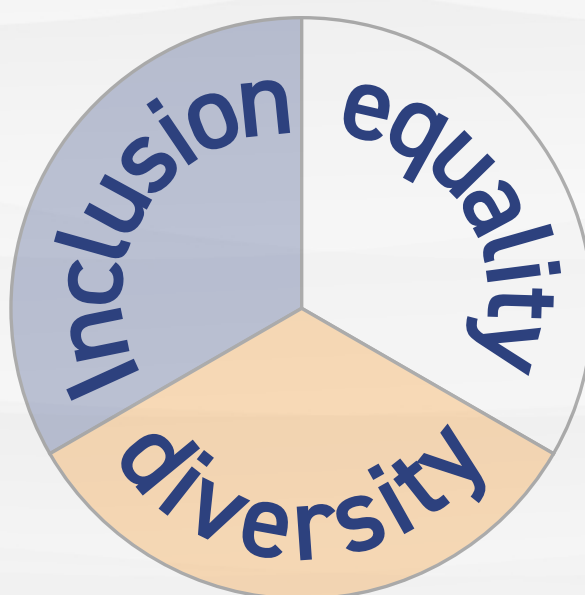
Linbert Spencer
IDE Centre for Excellence lead

THOUGHT LEADERSHIP AND DEVELOPMENT

Inclusion, diversity and equality: Definitions

Inclusion, diversity, and equality, are different concepts. Each of them can be present, or missing in an organisation or team, independently of the other.

Inclusion is an emotion, influenced by your mindset. Inclusion is effected (comes about) when people feel respected, valued, trusted, safe, have a sense of belonging, and are able to be their best self.



Equality is treating everyone equally well. This means that if we are to help individuals be, and do their best, we are likely to be treating everyone differently, if only slightly, because we are all unique. Treating everyone equally well, requires us to respond to people, having regard to their differences, not regardless of their differences.

Diversity is difference. Our differences include, but are not limited to, abilities, age, appearance, career, clothes, culture, disability, education, ethnicity, experience, gender, health, interests, marital status, nationality, parental status, philosophy, political views, religion, sexual identity, socio-economic background, thought processes, tribes and work experience. Some of these differences are permanent and some may change and shift over time. Our differences are what makes us unique.

RESEARCH

New EMCC Global Pathways to Research map on to the research life cycle

The EMCC Global Research Centre for Excellence recognises the important two-way link between research and practice.

'We believe that relevant, evidence-based research is a process of co-creation between researchers and practitioners. Together we can make a difference to our clients through evidence-based research.'

The EMCC Global Pathways to Research programme is being launched at our EMCC Global Research Conference on 5 March 2024.

We will be sharing research through presentations and pitches and providing an opportunity to use digital and AI technologies to challenge opinions with research. All designed to help you get more practical benefit from research, get started with good research or get your research to a wider audience.



Alison Mitchell
Research Centre for Excellence lead

Our EMCC Global Research Pathway maps to the research life cycle to support members with different interests to

- Uncover, understand, and apply research.
- Join networks of similar minded people.
- Embark on good quality research.
- Work collaboratively with others
- Use digital and AI technologies to engage with research.
- Share research through our EMCC Global Pathways to Impact.
- Enrich your personal CPD programme with a variety of different engagements with research.

RESEARCH

Why is research important to practice, and practice important to research?

We aim to create a collaborative learning platform with a variety of opportunities for practitioners to better understand research and embark on good research themselves.

No one size fits all when it comes to research and practice, and our team represent the different dimensions of research engagement including practitioners, researchers and researching practitioners. Come to our Research Conference and regular webinar series and visit our web site to explore how EMCC Global resources can help you benefit from research as part of continuing professional development. If you would like to join our team, then get in touch.

Informing our practice with evidence-based research enhances our practice, builds professional credibility, and helps in business success

Curiosity drives research to make a difference. The primary goal of research is to guide action, gather evidence and make a reliable contribution to the growth of knowledge. As practitioners, we are also curious people committed to enabling others and making a difference. Research and coaching both involve asking questions, problem solving and enquiry processes. Research and coaching are perhaps not as far apart as you might think.

Researching practitioners are curious about their practice, its efficacy and how to improve it

Some practitioners may wish to follow an academic path to formal research qualifications but that is by no means the only route to being a researching practitioner. Research has a life cycle from beginning to middle to end. There are different ways to engage with research from reading about research to participation in research and leadership of research. Many researchers are practitioners first and only later find their way into research. Practitioners and researchers are curiosity driven and all need to base their practice on solid evidence. And don't forget engaging with research in any capacity is formally recognised as a contribution to Continuing Professional Development.

RESEARCH

'This is why this continuing dialogue –
and your voice in it – matters'

Practitioners often are the first to identify needs or trends to better support clients while researchers benefit from producing impactful research that supports such innovation

Meanwhile researchers have created a wealth of relevant research for practitioners to help respond to change: from societal topics, such as equity and inclusion, to neuroscience and psychological models that support behavioural change. Yet, translating outcomes into actionable steps in practice is not always easy. Engaging in dialogue and exchanging ideas, knowledge and practitioner experience are the ingredients for growth and innovation. That is why this continuing dialogue – and your voice in it – matters.

Join in: <https://www.emccglobal.org/research> or email research.development@emccglobal.org

EMCC Global Research Conference 2024

Join us online on 5 March 2024 for the EMCC Global Research Conference.

Our theme is 'Changing Reality'. This conference will help participants to understand our professional reality, reflect on how we are changing reality and how reality is changing our practice.

See our conference website for full schedule and how to book: <https://grc.emccconference.org/>



ACCREDITATION AND MEMBERSHIP

Accreditation provides the bedrock for how we all regulate worldwide practice

In my role as Global VP Accreditation and Membership and as a member of the Global Executive Board, I have a wonderful viewpoint from which to see some incredible professionalism across our EMCC Global community.

Our accreditation teams including and country and region accreditation leaders have been continuing to drive high standards for our EMCC Global community, reinforcing the high regard in which our accreditations are viewed across the world. Each application is considered by an Assessor and a Verifier, who form part of the wider standardisation and quality assurance process. It is thanks to their ongoing commitment to giving back to the profession that we are able to bring such a high degree of rigour and expertise to each and every applicant.



Denise Whitworth
EMCC Global Vice President
Accreditation and Membership

EMCC Global continues to accredit providers of education and training across the world, expanding far beyond our original European reach to include the Americas, Asia Pacific, Africa and the Middle East. We encourage the European Commission and UNESCO World Leaders to make use of the EMCC Global methodology of mentoring, coaching, and supervision accreditation to make sure international policy is backed by evidence-based research and is fit for purpose in dealing with change.

The EMCC Global methodology and dialogic process for Accreditation serves as a benchmark for the validation of formal, non-formal, and informal learning experiences and the creation of international standards for micro-credentials, especially in the field of leadership, mentoring, coaching, and supervision. EMCC Global Accredited Member Individuals and Organisations continue to contribute to the international co-creation of the European Commission Charter in the framework of the Pact for Skills, promoting a culture of lifelong learning for all, and building strong skills partnerships.

ACCREDITATION AND MEMBERSHIP

Standardising the assessment of accreditation criteria

At EMCC Global, we recognise that not everyone's journey towards their Individual Accreditation (EIA) is the same.

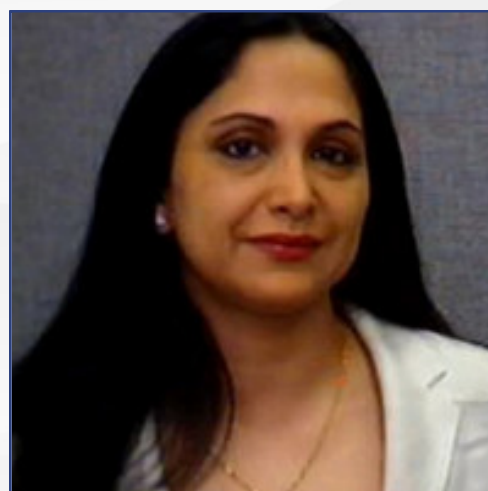
Some people learn through an EMCC Global accredited provider holding an EQA (EMCC Global Quality Award) accreditation, some have learned under other accreditation schemes, some come via individual learning accounts, some with micro-credentials and some come with University qualifications or other courses. Some come with learning that we have not previously encountered.

EMCC Global acknowledges all prior learning and experience and a clear standardisation of assessment is vital to approach unique journeys in a fair and transparent way.

We are already assured of the standard of learning for graduates of EQA-accredited programmes, but we need to standardise for those without. Our worldwide assessors come together regularly so we can ensure fairness, consistency and quality to all applications.

Together we have examined and agreed approaches for a number of key areas including alignment of coaching and mentoring concepts, reflective practice, methods of evidence submission, supervision, dealing with combined applications, and validation of experience.

The EIA is awarded at four levels depending on a person's learning, experience and practice. These are Foundation, Practitioner, Senior Practitioner and Master Practitioner. The criteria for ongoing accreditation also embrace a personal statement, commitment to working under the Global Code of Ethics and a commitment to maintaining maintaining reflective practice, CPD, practice records/logs and taking part in supervision..



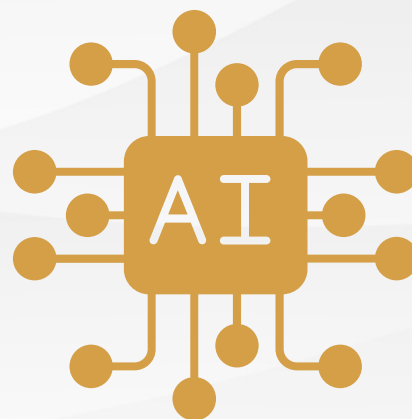
Chandana Sanyal
Head of EMCC Global Professional
Designations - EIA, ESIA, ITCA, IPMA

ACCREDITATION AND MEMBERSHIP

Examining the impact of AI & Digital in coaching, mentoring and supervision

New digital tools and artificial intelligence (AI) methods are making their way into practitioners' day-to-day work.

The interest and need for some clarity and guidance is reverberating across all our conversations. With the rise of AI and digital coaching tools, we ask 'How do we provide clarity for the use of new and emerging technologies within our best practice guidance and accreditation frameworks?'



We have been behind the scenes, gaining insights and considering the factors at play. With this landscape evolving continuously, our approach has been considered, integrating new research, and building on our solid foundations.

In 2023, a task force on Digital Standards under the Digital & AI Centre for Excellence was established. This was led by CfE lead Özlem Sarioğlu and consisted of a wide range of stakeholders actively using and developing technologies in their practice and service delivery.

They aimed to establish clarity on the many ways technology has and is impacting coaching, mentoring, and supervision. They produced a draft recommendation on Digital Standards for the Accreditation Teams to consider and integrate into the enhancement of EMCC Global's best practice standards and accreditation frameworks.

ACCREDITATION AND MEMBERSHIP

Best practice fundamentals and research-based approach to enhance frameworks

This year, EMCC Global Assessor Dayna Caceres, with the support of EMCC Global Assessor and AI pioneer Sam Isaacson, is taking this project to its next stage. This project incorporates three key components.

1. We are building on EMCC Global's internationally benchmarked accreditation frameworks, starting with education and training - EMCC Global Quality Awards; EQA - and organisational programmes - International Standards in Mentoring and Coaching Programmes; ISMCP - as the testing ground.

This will look more specifically at AI technologies through three lenses:

- Activities carried out by humans, supported by AI.
- Activities carried out by AI, with human intervention.
- Fully AI-delivered activities

2. Digital Standards will integrate into our guidance on best practices, enhancing these to provide relevant and holistic support on best practices.

3. Develop support for upskilling our assessors on AI and digital technologies, as they apply to coaching, mentoring, and supervision.

Dayna said: "With these technologies advancing so quickly, it is critically important that we work to establish the fundamental aspects of best practice, building on our research-based approach to enhance our frameworks "



Dayna Caceres



Sam Isaacson

ACCREDITATION AND MEMBERSHIP

Together the GPS continues to impact our future dialogue

The GPS Journey: Transforming collaboration

Welcome to a pivotal chapter in professional evolution, where the 'GPS Produced by EMCC Global' stands as a beacon of transformative collaboration. This year, we're thrilled to introduce our reinvigorated brand, encapsulating our dedication to global unity, professional growth, and co-creation of our future. With the GPS, every participant contributes to a legacy of innovation, setting new benchmarks in leadership, mentoring, coaching and supervision.

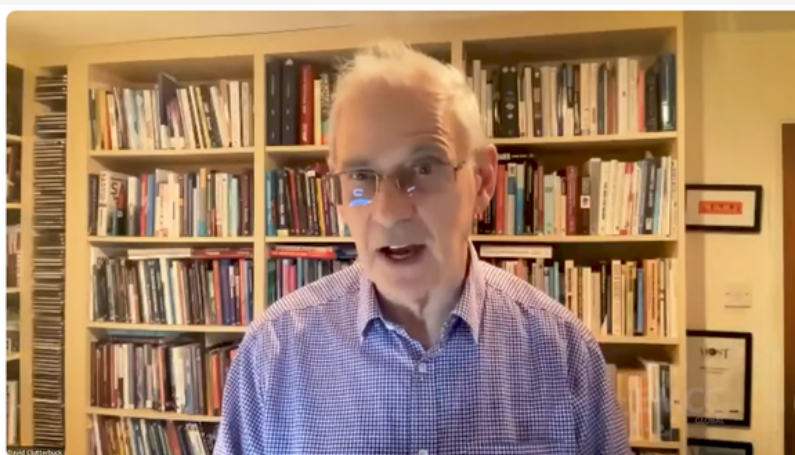
GPS Dialogue Series: Weekly wisdom and global networking

The GPS Dialogue Series, an integral part of our brand, aims to give space for our providers to lead a session or contribute, which offers weekly deep dives into different topics, case studies, new ideas, emerging paradigm, and innovative practices.

Unlike traditional events, these sessions are designed for real-time engagement and professional growth.

Furthermore, online networking opportunities, allowing for a continuous exchange of knowledge and expanded professional connections with peers across the world.

Are you interested in leading a session or contributing to the GPS Dialogue Series? Reach out to Nicola Brown at nicola.brown@emccglobal.org



**David Clutterbuck asks GPS
Dialogue Series participants - how
do we make friends with AI?
<https://youtu.be/4Jat3Rrx0il>**

ACCREDITATION AND MEMBERSHIP

'With the GPS, every participant
contributes to a legacy of innovation'

GPS Annual Summit: Reflecting on success and looking ahead

This November marks the 7th year of our GPS Annual Summit and, looking back on the success of our GPS 2023 Summit, we can see how the depth of discussions have built on each other and how original ideas have grown with a shared vision for the future.

As we gear up for November 2024, expect an even richer tapestry of insights and collaborative opportunities.

GPS archive library: Capturing the evolution of professional practice

We are enhancing our GPS website to offer an extended engaging and informative experience. Our newest feature, the GPS Archive Library, is currently in development, to include past resources from our GPS Annual Summits and GPS Dialogue Series recordings.

Keep a look out for continuous updates though in the meantime, head to our YouTube playlists at <https://www.youtube.com/@emccglobal1464>

Join the GPS Journey

If you have any questions about the GPS, reach out to Becky Underhill at becky.underhill@emccglobal.org

MPhil Leadership Coaching is a pathway to Master Practitioner excellence



Stellenbosch Business School, part of the top performing research-led Stellenbosch University in South Africa, has achieved a significant accreditation for its MPhil Leadership Coaching Programme.

The two-year blended learning course is designed so that participants can study while they work, with practitioners from South Africa and further afield establishing their credentials as a leadership coach.

Following robust assessment and verification by EMCC Global, the programme has now been accredited at the highest Masters EMCC Global Quality Award (EQA) level.

Denise Whitworth, EMCC Global VP of Accreditation and Membership said: "It was a pleasure to make this award - the standard of the course matches the rigour of the assessment for EMCC Global Accreditation at Masters level - Stellenbosch Business School's decision to add our internationally-benchmarked accreditation to their programme also reflects the high regard in which they hold EMCC Global accreditations.

The EMCC Global accreditation assessment team considered the MPhil Leadership Coaching Programme to be an excellent example of a learning and development journey that integrates theory and praxis. Prof Salome van Coller-Peter and Prof Nicky Terblanche (PhD) have ensured that the ongoing development of the programme is designed to meet the needs of the coaching community, with clear progression for learners across six modules that align strongly to the EMCC Global Frameworks for Professional Practice.

ACCREDITATION AND MEMBERSHIP

Partnership gains ESQA, meets emerging needs for team coaching supervision



Tony Dickel



David Clutterbuck



Lise Lewis



Craig McKenzie

The Global Institute For Team Coaching Supervision (GIFTCS) has been awarded an EMCC Global Supervision Quality Award (ESQA) for its Diploma in Team Coaching Supervision.



Global Institute
for
Team Coaching Supervision

GIFTCS is a joint venture between three pioneering organisations in the field of coaching supervision; Transcend International, Bluesky International and Clutterbuck Coaching and Mentoring International.

The course is facilitated by the three organisations' leaders, themselves pioneers in this emerging field: Tony Dickel, David Clutterbuck, Lise Lewis and Craig McKenzie.

They said: "The dearth in the number of supervisors in the world highlights the urgent need for more trained supervisors to reduce this already burgeoning gap. Our mission is to create a wider pool of highly qualified supervisors to help coaches upskill in order to continue to enrich the world through the marvellous intervention of coaching."

<https://www.giftcs.org/>

ACCREDITATION AND MEMBERSHIP

The True Athlete Project: mentors creating compassion through sport

The True Athlete Project (TAP), a UK and US-based charity that supports and equips elite experienced athletes to mentor rising athletes, has been awarded an EMCC Global Quality Award (EQA) accreditation for the strength of its work.



**THE TRUE
ATHLETE
PROJECT**

TAP's flagship mentoring program, has seen significant growth since its inception in 2016, expanding from one pilot pair to now involving 30 to 35 pairs annually and making a substantial impact in the world of elite sports.

The TAP team itself comprises athletes, coaches, clinical and sport psychologists, mindfulness teachers, social pioneers and policymakers - each focussed on a joint purpose of creating a more compassionate world through sport.

Denmark-based director of mentoring Laurence Halsted, a two-time Olympian fencer turned sport performance and culture consultant, author and executive coach, was inspired to apply for the EMCC Global EQA for The True Athlete Project mentoring programme having already achieved his own EMCC Global Individual Accreditation (EIA) via the the EMCC Denmark Five Day Challenge.



Laurence Halsted

"I got my own EIA accreditation last year, so EMCC was on my radar," he said. "And when I looked into accreditation for the programme, knowing what EMCC was looking for, I realised it was really quite comprehensive and that we had everything covered already."

ACCREDITATION AND MEMBERSHIP

'We aimed for the gold standard of athlete mentoring programmes'

"We've always thought about some certification for mentors, but this is even better, a globally-recognised professional designation, and the mentors themselves also able to apply for their own individual accreditation. We've always been aiming for the gold standard of athlete mentoring programme and I think this process has shown us that we're pretty good."

He said that gaining the EQA accreditation, which had revealed some small tweaks to improve reflection, was already making a difference to the mentor pairs.

"The level of engagement that they've shown in their respective logs is a step up," he said. "I'm convinced already that it's going to make a big difference in terms of engagement from the mentors in the programme and in themselves, in each other as a group."

TAP's approach not only provides valuable mentorship but also serves as a platform for retired athletes to support and mentor the next generation.

This collaborative environment fosters a sense of community and personal development and creates a transformative experience for all involved.



**THE TRUE
ATHLETE
PROJECT**



Mentor Aaron McKibbin, Paralympic table tennis medallist, with his mentee, archer Max Oakley

The TAP mentoring curriculum is built on five pillars:

- Performance
- Identity and values
- Mindfulness
- Community responsibility
- Nature and connectedness

www.thetrueathleteproject.org

ACCREDITATION AND MEMBERSHIP

Novalda is a 'two parts sparkle, one part grass stains' team supervisor trainer



NOVALDA

From left: Kerry Woodcock, Sherry Matheson
and Larissa Thurlow

Novalda has been awarded an EMCC Global Supervision Quality Award for its Diploma in Team Coaching SuperVision.

The Canadian-based company is led by Kerry Woodcock and was one of the first organizations to offer team coaching supervision and team coaching supervision training in North America.

Kerry leads the Diploma along with Larissa Thurlow and Sherry Matheson - all three are EMCC Global EIA accredited senior practitioners, with additional EMCC Global Supervisor Individual Accreditation (ESIA) and EMCC Global Individual Team Coaching Accreditation (ITCA)

Their approach is to bring a deep but light-hearted presence to champion and challenge, joking that they are 'two parts sparkle and one part grass stains'.

They are getting ready for their next cohort group starting October 2024
(<https://www.novalda.com/become-a-team-coaching-supervisor/>)

ACCREDITATION AND MEMBERSHIP

Novalda team reflects on the value of ESQA for team coaching supervision programmes

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"Novalda is dedicated to empowering systemic coaches and visionary leaders on the forefront of change. We believe the journey of leading transformation and enhancing one's practice begins with self-transformation. Our programs are designed to be profoundly reflective and rigorous, often leading us to confront our own developmental edges as individuals and as a collective. We highly value the shared developmental journey, where we hold both courageous authenticity and compassionate wisdom." - Kerry Woodcock

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"It is our privilege to offer the accredited Diploma in Team Coaching Supervision, a program that uniquely fuses the fields of team coaching and supervision. We have chosen to align this accreditation with EMCC Global, a pioneer in the accreditation of supervision programs. This decision reflects our commitment to reflective practice, and we deeply appreciate the collaborative and challenging nature of the accreditation process, which inspires us to co-create and co-deliver a program of the highest international standards." - Sherry Matheson

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"We see international standards via accreditation as a starting point in ensuring the basic foundations of practice are sound. The EMCC Global frameworks for professional practice to support reflection are very important pieces of the accountability puzzle and reflection on them are very important pieces of the accountability puzzle and we need to continue to grow and stretch beyond these standards to find our own personal excellence." -

Larissa Thurlow

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The 'go to' body in mentoring,
coaching and supervision



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