

**EMCC**

*European Mentoring &  
Coaching Council*

**EMCC UK**

**Supporting Information  
Recruitment Pack**

Updated July 2022

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Thank you for your interest in becoming part of the EMCC family. This pack give an overview of the structure of the organisation and a summary of our strategy. EMCC UK is affiliated to EMCC Global and is an organisation whose purpose is to support the development, learning and professional practice of coaches, mentors and supervisors.

We hope you will take this opportunity to be part of our growing community.

Rachael Hanley-Browne

President

EMCC UK



## Overarching ambition; our vision is...

*‘To inspire our community of coaches, mentors  
and supervisors to live with purpose and joy’*

### Our values guide what we do and shape our priorities:

- **Professional**

At the heart of everything that we do is our Code of Ethics and Competency Framework which we use to set standards, and quality measures to enhance professional practice.

- **Supportive**


We provide support through information, guidance, resources and opportunities for coaches and mentors to continuously develop their capability. We enable networking and communities, forums and partnerships, to sustain and progress good practice in Mentoring and Coaching.

- **Inclusive**

We welcome any Mentor and Coach into EMCC and offer support appropriate to their needs as part of our inclusive approach.

- **Progressive**

We engage with leading experts and advisors for the benefit of our members. We conduct research and work with thought leaders to progress Mentoring and Coaching in the UK and with our partners in Europe. We continually strive to achieve and maintain the highest standards across all countries within which we operate.



## Organisational priorities

We have worked together to identify a number of our priorities and objectives for the coming three-year period. Each of these will link to our activity and will be where we put our energy. We will have an annual business plan where individual directors will take responsibility for delivering change in partnership with our subscription members.

### We plan to:

- **Increase the number of individual and organisation members** who are qualified, accredited, follow professional guidelines and follow our purpose
  - **Enable coaches and mentors** to explore and debate societal issues
  - **'Horizon scan' and provide a position** on emerging technologies and practices
  - **Provide an inclusive and supportive community** of practice to coaches, mentors, supervisors and volunteers
  - **Democratise coaching and mentoring**, making it more accessible to the many and offered by a diverse range of practitioners
  - **Offer practical support** to individuals wishing to establish and operate a coaching, mentoring or supervision business to allow them to maximise support to their clients
  - **Ensure both local responsiveness and global reach** to leverage the benefits of a global organisation
  - **Ensure long-term organisational sustainability** through financial stability and operational effectiveness
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## What is our business?

**EMCC UK is a professional membership organisation which encourages excellence & progression for mentors, coaches & supervisors**

Which means:

### **Membership:**

- we add value to our members practice – building communities & connecting people, enabling rich conversations & support, sharing & learning

### **Excellence:**

- we provide leadership to advance & guide ethical & quality practice – through practical frameworks, pathways & resources
- we raise professional standards – through accreditation credentials & awards, partnering with experts & providers

### **Progression:**

- we progress practice & advance the profession - through insightful knowledge exchange & research, quality resources, learning & development opportunities
- we influence; as passionate ambassadors, & working with organisation & academic partnerships & future focused projects
- we encourage debate & challenge through special interest & topical forums

## Our operating model:

**EMCC UK** was registered with companies house on 16<sup>th</sup> November 2005, we are listed as a Professional Membership Organisation

**EMCC UK and EMCC Global** share the same ethos, EMCC UK is the membership element and is a separate legal entity from EMCC Global

**EMCC UK Articles of Association** – govern our operations

**Volunteer Model** – in the main we operate a volunteer model;

- Directors are volunteers and are registered with companies house, they are both accountable and responsible for the business
- Directors normally have a 3 year tenure
- Directors are voted into post by the membership
- A board of governors hold Directors to account and are the interface with members (see next slide)
- We have chosen to complement this structure with non-executive directors
- An independent Finance Manager is paid to manage and advise on the financial accounts
- A company is contracted to provide membership services
- We have a small team of paid staff
- Networks and other project work is delivered using volunteers
- All volunteers are members of EMCC and have signed charters pledging to operate to
- EMCC policies and ways of working

# Roles and Responsibilities

## Membership: Individual, Organisations, Training Providers

Operations Team: Membership and Event Co-ordination, Website, CRM and Social Media, Finance and IT operations, Administration

President (Elected Volunteer)	Vice President (Elected Volunteer)	Digital Director (Elected Volunteer)	Professional Development (Elected Volunteer)	Knowledge Exchange (Elected Volunteer)	SME Directors of Coaching, Mentoring, Supervision (x3)	Diversity & Inclusion (Elected Volunteer)	Non-Executive Directors (Appointed by Board, Volunteers)	Governors (Elected, Volunteer)
<ul style="list-style-type: none"> <li>Chair of Board</li> <li>External Liaison with Professional Bodies and Key Stakeholders</li> <li>EMCC Global Council</li> <li>Link to Board of Governors</li> <li>Public Relations</li> <li>Organisational Strategy and Vision (with board and governors)</li> </ul>	<ul style="list-style-type: none"> <li>UK Operational Governance inc. finance</li> <li>Liaison with UK Directors</li> <li>Onboarding new Directors</li> <li>Deputise for President.</li> </ul>	<ul style="list-style-type: none"> <li>Digital innovation in coaching and mentoring</li> <li>Accessibility</li> <li>Digital footprint, including our website, social media and community platform (once live).</li> </ul>	<ul style="list-style-type: none"> <li>Link to Accreditation and Global Centres for Excellence</li> <li>Professional Pathways</li> <li>CPD, including external speakers</li> <li>Ethics.</li> </ul>	<ul style="list-style-type: none"> <li>Research, including liaison with Global Centre for Excellence</li> <li>Sharing Best Practice via multiple channels e.g. book club, webinars, content on the website</li> <li>Volunteers</li> <li>Awards</li> </ul>	<ul style="list-style-type: none"> <li>Member Proposition</li> <li>Member Research</li> <li>Advisory Panels – to create strategic partnerships with organisations and institutions</li> <li>Symposiums /Future of... dialogues.</li> </ul>	<ul style="list-style-type: none"> <li>Diversity, Inclusion, Equity and Belonging Centre for Excellence – possible accreditation</li> <li>External Liaison e.g. Racism In Coaching</li> <li>Recruitment and Succession Planning Process.</li> </ul>	<ul style="list-style-type: none"> <li>Governance and Compliance</li> <li>Supporting the President and Vice President with special projects.</li> </ul>	<ul style="list-style-type: none"> <li>Liaison with Membership body</li> <li>Link with Membership and the board</li> <li>Escalation of Complaints, including Director misconduct</li> <li>Custodians of the Articles of Association, AGM and Annual Accounts.</li> </ul>

## Governance: Overview of Structure

