

EMCC

*European Mentoring &
Coaching Council*

EMCC UK

**Supporting Information
Recruitment Pack**

Updated January 2024

Thank you for your interest in becoming part of the EMCC Team.

This pack gives 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.

Ivan Beaumont

President, EMCC UK



EMCC

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Our Vision

Our vision is to sustain, inspire and challenge our professional community, so that together we can be at our best, and make a positive contribution to individuals, organisations, society, and the wider systems in which we work.



Our guiding principles

This is our board's commitment to our members:

Inclusive

- Co-creating with you a welcoming, inclusive and supportive community of practice for coaches, mentors, supervisors and volunteers – this includes inviting cross-professional body cooperation
- Making coaching, mentoring and supervision accessible for practitioners, and encouraging those engaged in our work to join our vibrant community
- Removing systemic barriers to accreditation, and opening up research opportunities so that we bring new voices and alternative perspectives to the fore

Progressive

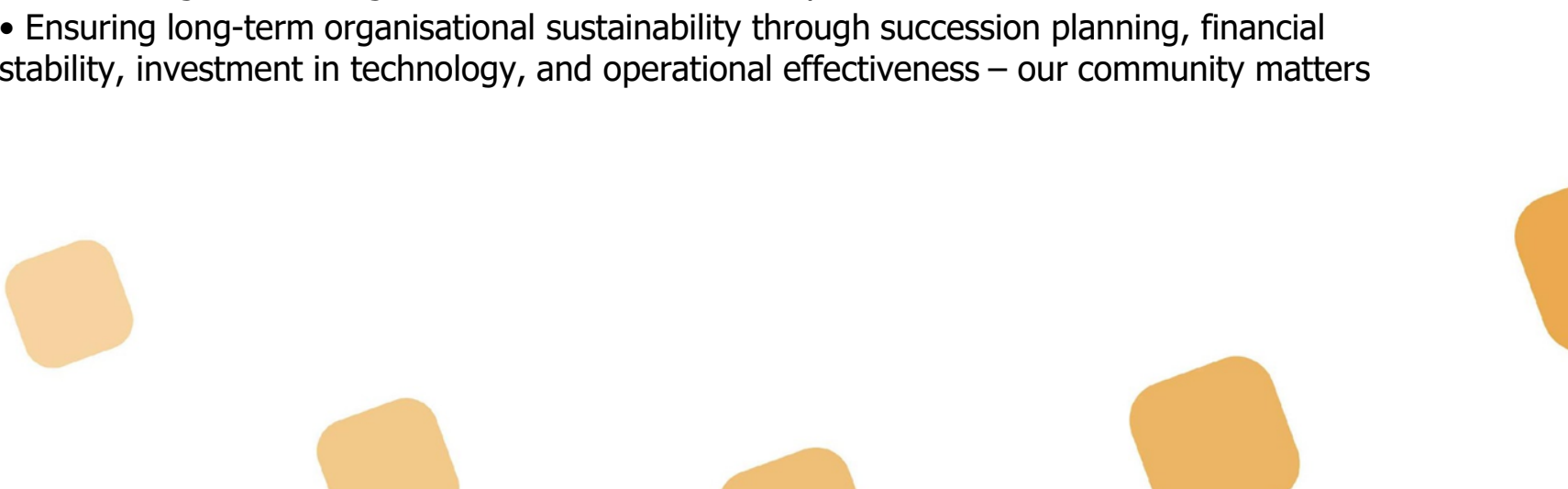
- Enabling coaches, mentors, and supervisors to explore and actively debate societal and wider systemic issues that impact our profession and our clients – and therefore make changes in their practice and act in the service of future generations
- Leveraging the benefits of our global organisation by offering opportunities to learn and grow from cross-cultural experiences, and by sharing knowledge across the globe with our peers

Our guiding principles cont.

Supportive

- 'Horizon scanning' and providing guidance and opportunity to debate emerging technologies and practices
- Partnering with EMCC Global Centres for Excellence to share learning and research
- Offering practical support to those with coaching, mentoring or supervision businesses to allow them and their clients to thrive

Professional

- Raising our profile across organisations and society
 - Highlighting the importance of accreditation, continuous professional and personal development, supervision, research-based and ethical practice
 - Celebrating and naming the difference we make as professionals
 - Ensuring long-term organisational sustainability through succession planning, financial stability, investment in technology, and operational effectiveness – our community matters
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What we do on our members behalf

We are run by members for the benefit of members. EMCC UK has a board and a governing body, and since 2023 a team of deputy directors. We are affiliated to EMCC Global which gives us access to global resources and opportunities to learn from other cultures. Our President sits on the Global Council with 27 other country presidents.

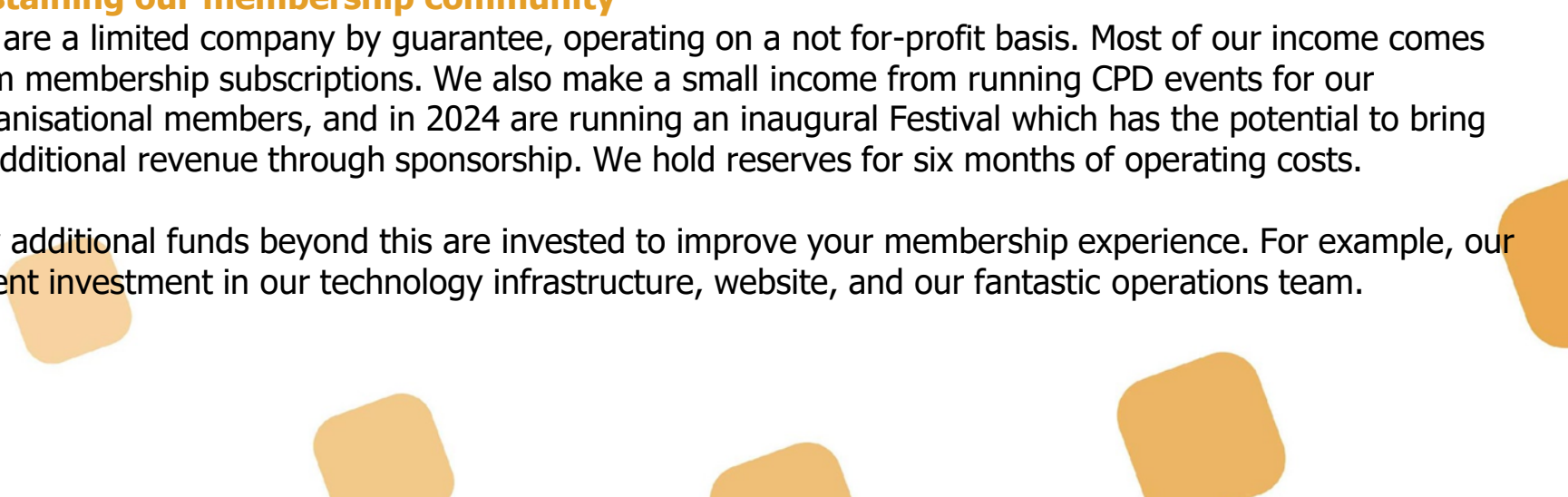
We benefit greatly from the commitment of our volunteer community. They number over 150 volunteers working on our behalf, and include network and special interest group coordinators, as well as those working on projects.

Despite being organised on a volunteer model, we take our responsibilities seriously and are always striving to improve your membership experience. Please get involved!

Sustaining our membership community

We are a limited company by guarantee, operating on a not for-profit basis. Most of our income comes from membership subscriptions. We also make a small income from running CPD events for our organisational members, and in 2024 are running an inaugural Festival which has the potential to bring in additional revenue through sponsorship. We hold reserves for six months of operating costs.

Any additional funds beyond this are invested to improve your membership experience. For example, our recent investment in our technology infrastructure, website, and our fantastic operations team.



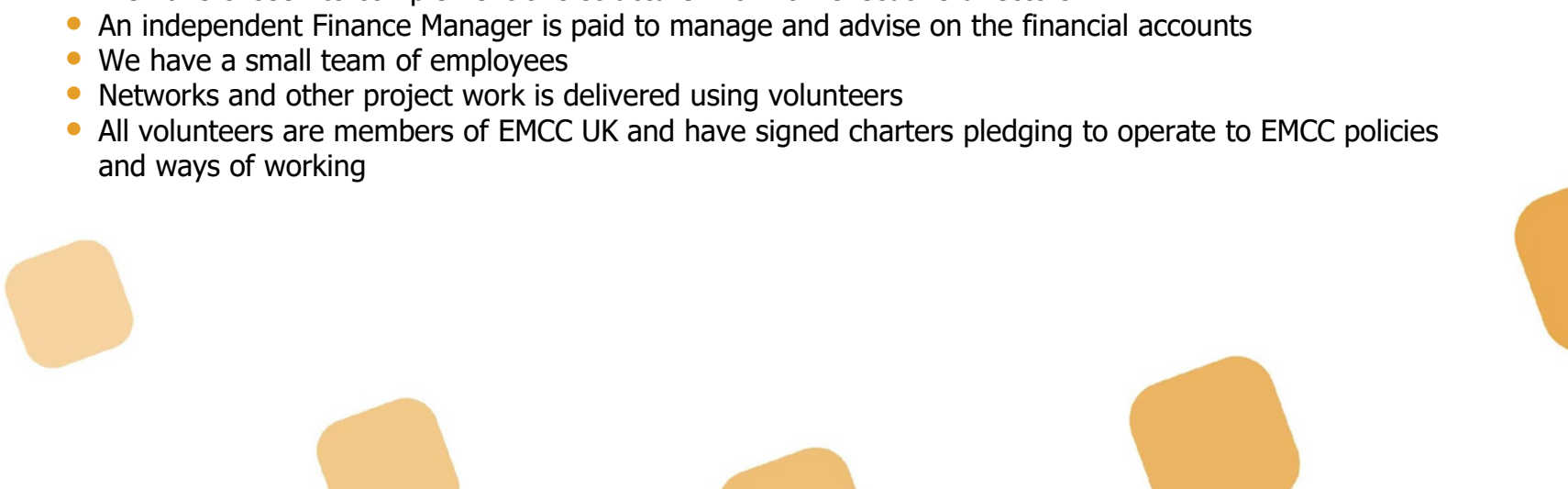
Our Operating Model

EMCC UK was registered with companies' house on 16th November 2005, we are listed as a Professional Membership Organisation

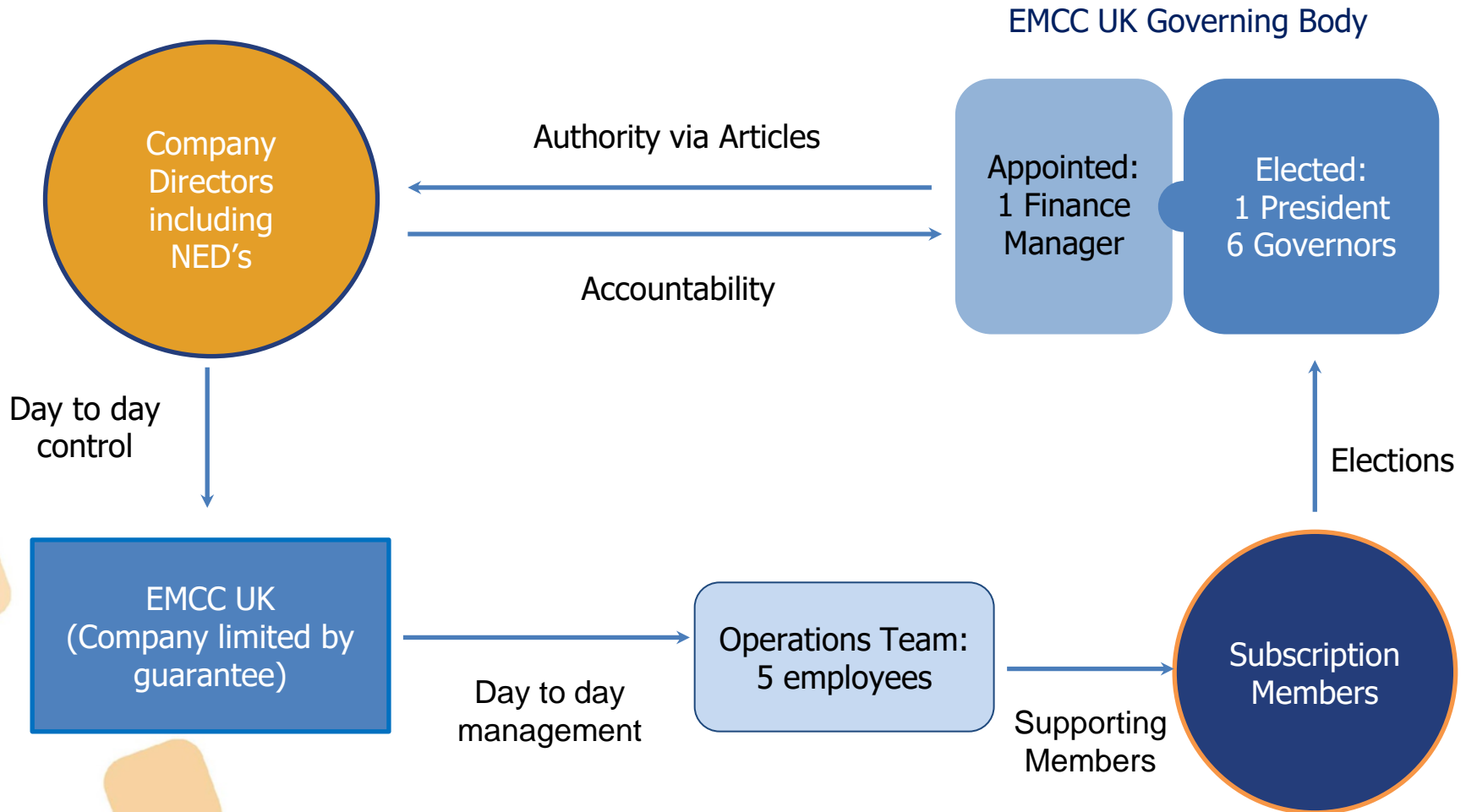
EMCC UK and EMCC Global share the same ethos, EMCC UK is the membership element and is a separate legal entity from EMCC Global

EMCC UK Articles of Association – govern our operations

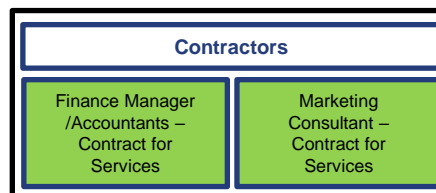
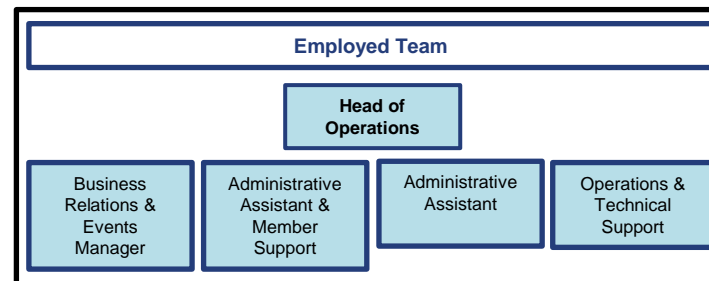
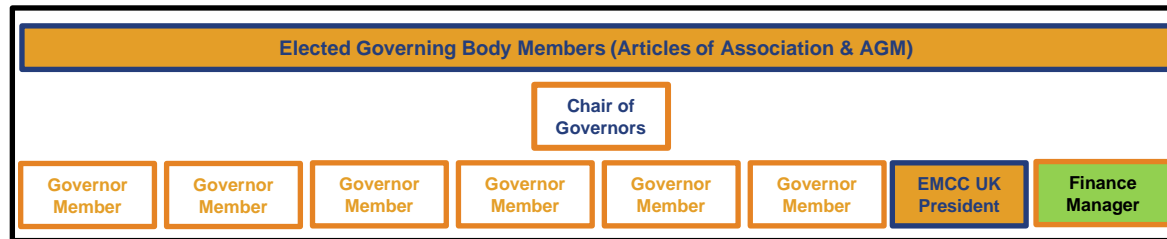
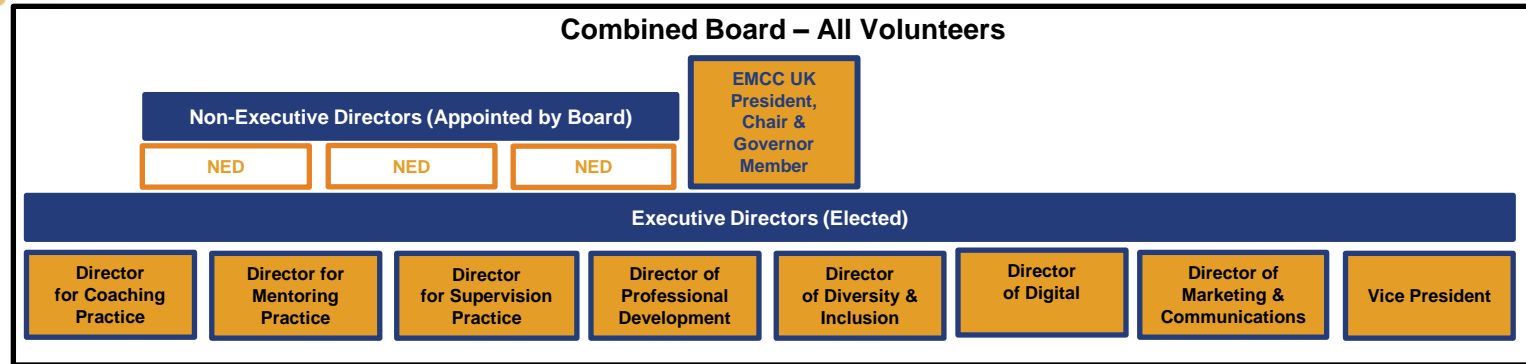
Volunteer Model – in the main we operate a volunteer model;

- Directors are volunteers and are registered with companies' house, they are both accountable and responsible for the business
 - Directors will normally have a 3 year tenure
 - Directors are all 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
 - We have a small team of employees
 - Networks and other project work is delivered using volunteers
 - All volunteers are members of EMCC UK and have signed charters pledging to operate to EMCC policies and ways of working
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Governance: Overview of Structure



EMCC UK Organisational Structure



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) | SME Directors of Coaching, Mentoring, Supervision (x3) | Diversity & Inclusion (Elected Volunteer) | Director of Marketing & Communications | Non-Executive Directors (Appointed by Board, Volunteers) | Governors (Elected, Volunteer) |
|--|---|--|--|---|--|--|---|--|
| <ul style="list-style-type: none"> Chair of Board External Liaison with Professional Bodies and Key Stakeholders EMCC Global Council Link to Board of Governors Public Relations Organisational Strategy and Vision (with board and governors) Strategic planning and execution | <ul style="list-style-type: none"> UK Operational Governance inc. finance Liaison with UK Directors Onboarding new Directors Deputise for President Strategic planning and execution | <ul style="list-style-type: none"> Digital innovation in coaching and mentoring Accessibility Digital footprint, including our website, social media and community platform (once live). Recruitment and Succession Planning Strategic planning and execution | <ul style="list-style-type: none"> Link to Accreditation and Global Centres for Excellence Professional Pathways CPD, including external speakers Ethics. Recruitment and Succession Planning Strategic planning and execution | <ul style="list-style-type: none"> Member Proposition Member Research Advisory Panels – to create strategic partnerships with organisations and institutions Symposiums /Future of... dialogues. Recruitment and Succession Planning Strategic planning and execution | <ul style="list-style-type: none"> Diversity, Inclusion, Equity and Belonging Centre for Excellence – possible accreditation External Liaison e.g. Racism In Coaching Recruitment and Succession Planning Strategic planning and execution | <ul style="list-style-type: none"> Strategic planning and execution Reputation Management Consistent and appropriate Messaging and Communications to existing and future members through a variety of channels Strategic Partnerships and member events | <ul style="list-style-type: none"> Governance and Compliance Supporting the President and Vice President with special projects. | <ul style="list-style-type: none"> Liaison with Membership body Link with Membership and the board Escalation of Complaints, including Director misconduct Custodians of the Articles of Association, AGM and Annual Accounts. |